United Nations A/67/848

General Assembly

Distr.: General
2 May 2013

Original: English

Sixty-seventh session
Agenda item 146
Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Budget performance for the period from 1 July 2011 to 30 June 2012, financing for the period from 1 July 2012 to 30 June 2013 and proposed budget for the period from 1 July 2013 to 30 June 2014 of the support account for peacekeeping operations

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2011/12	$344,792,400
Expenditure for 2011/12	$344,786,400
Unencumbered balance for 2011/12	$6,000
Appropriation for 2012/13	$317,993,000
Projected expenditure 2012/13[a]	$333,043,200
Estimated unencumbered balance for 2012/13[a]	($15,050,200)
Proposal by the Secretary-General for 2013/14[b]	$327,965,300
Recommendation of the Advisory Committee for 2013/14	$322,622,000

[a] Estimates as at 28 February 2013 (see paras. 26-30 below).
[b] The proposed overall resource level as adjusted in document A/67/756/Add.1 (see paras. 1-3 and sects. V.A and B).

13-32169 (E) 100513

Please recycle

Contents

		Page
	Abbreviations	3
I.	Introduction	4
II.	General considerations	4
III.	Performance report for the period from 1 July 2011 to 30 June 2012	9
IV.	Updated financial information in respect of the current period	11
V.	Proposed budget for the period from 1 July 2013 to 30 June 2014	12
	A. Overall resource requirements	12
	B. Budget process review and adjusted resource requirements for 2013/14	23
	C. Department of Peacekeeping Operations	28
	D. Department of Field Support	32
	E. Department of Management	33
	F. Office of Internal Oversight Services	39
	G. Administration of justice	39
	H. Ethics Office	40
	I. Office of Legal Affairs	41
	J. Office of the United Nations High Commissioner for Human Rights	42
VI.	Conclusion and recommendations	42
	Documentation	44
Annexes[1]		
I.	Financial resource requirements for the period from 1 July 2013 to 30 June 2014	45
II.	Post requirements for the period from 1 July 2013 to 30 June 2014	59
III.	Additional posts proposed for the period from 1 July 2013 to 30 June 2014	72
IV.	Abolishment, redeployment, reassignment, reclassification and restructuring of continuing posts for the period from 1 July 2013 to 30 June 2014	75
V.	Summary of proposed general temporary assistance positions for the period from 1 July 2013 to 30 June 2014	80
VI.	Vacant posts and recruitment status as at 28 February 2013	85

[1] Annexes I-V reflect adjusted requirements for 2013/14 as presented in A/67/756/Add.1.

Abbreviations

BNUB	United Nations Office in Burundi
IPSAS	International Public Sector Accounting Standards
MINURCAT	United Nations Mission in the Central African Republic and Chad
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSTAH	United Nations Stabilization Mission in Haiti
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
OHCHR	Office of the United Nations High Commissioner for Human Rights
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMID	African Union-United Nations Hybrid Operation in Darfur
UNDOF	United Nations Disengagement Observer Force
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNIFIL	United Nations Interim Force in Lebanon
UNISFA	United Nations Interim Security Force for Abyei
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMIL	United Nations Mission in Liberia
UNMISS	United Nations Mission in South Sudan
UNMIT	United Nations Integrated Mission in Timor-Leste
UNOAU	United Nations Office to the African Union
UNOCI	United Nations Operation in Côte d'Ivoire
UNSMIS	United Nations Supervision Mission in the Syrian Arab Republic
UNSOA	United Nations Support Office for the African Union Mission in Somalia

I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions would entail a reduction of $5,343,300 to the proposed budget for the support account for peacekeeping operations for the period from 1 July 2013 to 30 June 2014 (A/67/756/Add.1)[2] (see sects. V and VI below).**

2. The Advisory Committee considered an advance version of the report of the Secretary-General on the proposed budget for the support account for peacekeeping operations for the period from 1 July 2013 to 30 June 2014 (A/67/756) and related reports, including the report of the Independent Audit Advisory Committee on the budget of the Office of Internal Oversight Services (OIOS) under the support account for 2013/14 (A/67/772), and a report submitted by OIOS on the implementation of the pilot project designated by the General Assembly in resolution 63/287 (A/67/751). The documents reviewed and those used for background by the Committee in its consideration of the financing of the support account are listed at the end of the present report.

3. Furthermore, the Advisory Committee was informed that the Departments of Management, Peacekeeping Operations and Field Support had undertaken a joint review of the annual budget functions carried out at Headquarters in support of peacekeeping operations. Information with respect to the budget process review and adjusted resource requirements as a result of the review is contained in document A/67/756/Add.1. The Committee considered an advance version of the addendum.

4. In section V.A of the present report, the Advisory Committee has made observations and recommendations on the post and non-post resources as proposed by the Secretary-General in document A/67/756. Section V.B of the present report contains comments and recommendations of the Committee on the budget process review and proposed resources related to the Field Budget and Finance Division of the Department of Field Support and the Peacekeeping Finance Division of the Department of Management (A/67/756/Add.1), as well as adjustments to the overall level of the resources proposed for the support account for 2013/14 as a result of the review.

5. The report of the Advisory Committee on cross-cutting issues related to the United Nations peacekeeping operations is contained in document A/67/780. The Committee's report on the report of the Board of Auditors on the United Nations peacekeeping operations for the period ended 30 June 2012 (A/67/5 (Vol. II)) is contained in document A/67/782. In the present report, the Committee deals with resources and other items that relate specifically to the support account for peacekeeping operations.

II. General considerations

Support account resource requirement level

6. An overview of financial and human resources for peacekeeping operations (2008/09-2013/14) is provided in paragraph 21 of the proposed budget (A/67/756),

[2] The overall resource level contained in document A/67/756 was adjusted in the addendum to the report (see A/67/756/Add.1).

which has been updated following the budget process review (see A/67/756/Add.1, annex). **The Advisory Committee points out that, while the approved resource level for peacekeeping operations and UNSOA decreased from 2011/12 to 2012/13, the combined resources proposed for the support account and UNLB represent 5.5 per cent ($378.2 million) of the proposed resources for peacekeeping missions and UNSOA for 2013/14, the highest level in absolute and relative terms in the past five budget cycles.**

7. In order to have a full picture of the total number of posts and positions requested under the support account, it is also necessary to consider the level of positions funded from general temporary assistance. In this regard, the Advisory Committee notes that, while the proposed number of posts for 2013/14 would increase from 1,294 to 1,328, the number of positions would decrease from 135 to 75. Consequently, the total number of posts and positions requested in the support account would decrease from 1,429 for 2012/13 to 1,403 for 2013/14 (A/67/756/Add.1, annex on human resources). In this connection, the Committee notes inconsistent presentation of posts and positions in the proposed budgets. For example, general temporary positions are included in the summary table for human resources for the proposed budget for 2013/14 (A/67/756, summary), whereas such information on positions was not included in the budget proposal for 2012/13 (A/66/721, summary). **In the view of the Committee, the Secretary-General should include both posts and positions under human resources requirements in the summary table in his future budget proposals.**

8. The Advisory Committee further notes that the Secretary-General has not presented comprehensive information on the total human resources allocated to support peacekeeping operations in his proposed budget. For example, there is no mention of post increases resulting from past reforms and initiatives, such as the restructuring and strengthening of the Department of Peacekeeping Operations and the establishment of the Department of Field Support (see para. 9 and table below). Furthermore, no clear reference is made to the posts in the Departments of Peacekeeping Operations and Field Support funded under the regular budget, which were provided to the Committee, upon request, in a table for the support account budget for 2012/13 (see A/66/779, table 2). Moreover, in its consideration of the proposed budget for 2012/13, the Advisory Committee was provided, upon request, information on the number of civilian personnel supporting peacekeeping missions, which included posts funded from the support account and the regular budget, as well as posts/positions of UNLB (ibid., table 1.B). The Committee notes that such information continues to be unavailable in the current budget proposal for 2013/14. **The Committee considers that the number of civilian personnel supporting peacekeeping operations has been presented in an inconsistent manner in the support account budget proposals that lacks transparency, thus making it difficult to render an appropriate and comparable analysis of human resources capacity over a longer period of time.**

9. The Advisory Committee requested annual statistics on the approved senior level posts (D-1 and D-2) funded under the support account from the time when the Department of Field Support was established, and such posts funded under UNLB (see table below). The table shows that the total D-1 and D-2 posts have increased from 5 and 13 for 2005/06 to 9 and 25 for 2012/13, respectively. The table also shows that, with the restructuring of the Department of Peacekeeping Operations and the creation of the Department of Field Support, the number of senior level

posts has increased from 15 for 2006/07 to 23 for 2007/08 in the two departments. The Committee notes from information provided to it that the total number of posts under the support account has increased from 819 for 2006/07 to 1,122 for 2007/08. The Committee further notes that five additional posts at the Director level are being requested in the proposed budget for 2013/14, consisting of: (a) two new posts (1 D-2/Department of Peacekeeping Operations and 1 D-1/OHCHR); (b) one reclassification (D-1 from P-5/Department of Field Support); and (c) two general temporary assistance conversions (D-1/OIOS) (see sect. V.A below).

Director-level posts funded from the support account and UNLB[a]

	DPKO		*DFS*		*DM*		*OIOS*		*EOSG*		*OHCHR*		*UNLB*		***Total***	
	D-2	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	*D-2*	*D-1*	***D-2***	***D-1***
2005/06	3	9	–	–	1	1	–	2	1	–	–	–	–	1	**5**	**13**
2006/07	3	12	–	–	1	3	–	–	1	–	–	–	–	1	**5**	**16**
2007/08	4	9	2	8	1	3	–	1	–	1	–	–	–	1	**7**	**23**
2008/09	4	10	3	8	1	3	–	1	–	1	–	–	–	1	**8**	**24**
2009/10	4	10	3	8	1	3	–	1	–	1	–	–	1	1	**9**	**24**
2010/11	4	10	3	8	1	3	–	1	–	1	–	–	1	1	**9**	**24**
2011/12	4	10	3	8	1	3	–	1	–	1	–	–	1	1	**9**	**24**
2012/13	4	11	3	7	1	3	–	1	–	1	–	–	1	2	**9**	**25**
2013/14	5	11	3	8	1	3	–	3	–	1	–	1	1	2	**10**	**29**

Abbreviations: DPKO, Department of Peacekeeping Operations; DFS, Department of Field Support; DM, Department of Management; EOSG, Executive Office of the Secretary-General.

[a] Approved posts for the periods 2005/06 to 2012/13 and proposed posts for 2013/14.

10. The General Assembly, in its resolution 66/265 on the support account, emphasized that support functions should be scalable to the size and scope of peacekeeping operations. In the same resolution, the Assembly reiterated its request to the Secretary-General to review the level of the support account on a regular basis, taking into consideration the number, size and complexity of peacekeeping operations. **The Advisory Committee observes that, since the establishment of the peacekeeping support account, its resource level has been on an upward trend, with no measurable relation to the number, size and complexity of the peacekeeping operations.**

11. **In the view of the Advisory Committee, there should be a relationship between the level of backstopping capacity provided through the support account and the overall scale of peacekeeping operation activities. The reporting on the backstopping of peacekeeping operations must also reflect the totality of resources available, including regular budget posts and non-post resources. The Secretary-General should, therefore, review the support account to determine how that relationship should be defined. This determination could thereby assist in the establishment of a baseline against which future requests for resources could be evaluated and the scalability of the support account can be achieved.**

Integrated operational teams

12. Since the Secretary-General's proposal to establish integrated operational teams in the context of the restructuring of the Department of Peacekeeping Operations in 2007, the Advisory Committee has always advocated for greater flexibility in the utilization of the integrated operational teams in responding to the evolving needs of peacekeeping operations and for the efficient use of resources (see A/66/779, paras. 16-17). During its consideration of the budget for the support account for 2012/13, the Committee noted that the staffing of the teams had increased from the initial proposal of 49 by the Secretary-General to a total of 107 posts and temporary positions approved under the regular budget and the peacekeeping support account, and that only one post for a Political Affairs Officer at the P-4 level in the Office of Operations had been abolished by the General Assembly, following the liquidation of MINURCAT (ibid., paras. 16 and 21).

13. In this context, the Advisory Committee notes from the proposed budget for the support account for 2013/14 that, with the closure of UNMIT in 2012, the Secretary-General is proposing the following (see A/67/756, paras. 115-117):

(a) Of the three Political Affairs Officers who have supported UNMIT from the Asia Integrated Operational Team (1 P-5, 1 P-4 and 1 P-3), to abolish the P-5 post and to redeploy the P-4 and the P-3 posts to the West Africa and to the Middle East Integrated Operational Teams, respectively (see also sect. V.A below);

(b) To reduce the number of integrated operational teams from three to two in the Asia and Middle East Division by merging the Asia and UNAMA Integrated Operational Teams and maintaining the Middle East Integrated Operational Team.

14. **The Advisory Committee reiterates its view that the concept of integrated operational teams and its application should be kept under review and that its effectiveness should continue to be assessed in the light of experience gained and lessons learned. The Committee continues to hold the view that the number of integrated operational teams and the personnel capacity assigned to them to backstop peacekeeping missions should be adjusted to properly reflect changes in the overall level of peacekeeping operations. Furthermore, the Committee is not convinced of the need for integrated operational teams to support established or stable missions (see A/66/779, para. 24).**

Presentation of the results-based-budgeting frameworks

15. The Advisory Committee continues to believe that further refinement is required in order to improve the overall presentation of the results-based-budgeting frameworks in the proposed budget and performance reports of the support account, so that information contained in the frameworks will provide more clarity on the relevant operations of the departments/offices, as well as more accountability for those departments/offices concerned. The Committee's comments on the results-based-budgeting frameworks in peacekeeping operations are contained in its report on cross-cutting issues in peacekeeping (see A/67/780, sect. II).

Lessons learned and best practices of peacekeeping missions

16. The Advisory Committee recalls that the General Assembly underlines, inter alia, the crucial importance of ensuring that the lessons learned and best practices of peacekeeping missions are adequately captured, processed and incorporated into

guidelines and policies, and in this regard recognizes the significant role of the Policy and Best Practices Service of the Department of Peacekeeping Operations and best practices officers on the ground (see resolution 66/265, para. 18).

17. The Advisory Committee requested information on the efforts made to implement the above-mentioned resolution. It was informed that the Policy and Best Practices Service, in coordination with field-based best practice officers, actively promoted the identification and capture of best practices and lessons learned. A total of 106 best practice documents and 19 system-wide guidance materials were generated from 1 July 2012 through 31 March 2013 (including the recent Second Generation Disarmament, Demobilization and Reintegration Practices in Peace Operations, the document on Protection of Civilians Coordination Mechanisms in United Nations Peacekeeping Missions, the Civil Affairs Handbook, the Policy on United Nations Transitions: Mission Drawdown or Withdrawal and the policy on field occupational safety risk management). Further, the complete collection of peacekeeping best practice material and guidance was maintained in the policy and practice database available to all field and Headquarters staff through the peace operations intranet. The usefulness of the materials and access to the database was evidenced by the demand: in 2013 alone, those materials were downloaded over 29,000 times by staff in the field and at Headquarters. **The Advisory Committee welcomes the efforts made and progress achieved in the identification and incorporation of lessons learned and best practices into guidelines and policies for peacekeeping operations.**

Representation of troop-contributing countries in peacekeeping staffing

18. The Advisory Committee notes from the information provided to it that as at February 2013, the percentage of staff from troop- and police-contributing countries working in the Departments of Peacekeeping Operations and Field Support has remained essentially at the same level compared with the number of staff in April 2012 (a decrease of 1 per cent in the Department of Peacekeeping Operations and an increase of 2 per cent in the Department of Field Support). The Advisory Committee recalls that the General Assembly had requested the Secretary-General to make further concrete efforts to ensure the proper representation of troop-contributing countries in the two Departments, taking into account their contribution to United Nations peacekeeping (see resolution 65/290, para. 7). **The Advisory Committee reiterates its view that intensified efforts are required to improve representation of the countries concerned. The Committee requests that information on steps taken in this regard be included in the next report of the Secretary-General on the support account (see A/66/779, para. 28).**

Management of vacant posts

19. In its review of the support account budget for 2012/13, the Advisory Committee was informed that certain measures, which were aimed at monitoring post-related costs more closely, had been taken for all categories of vacant posts under the programme budget for the biennium 2012-2013 (ibid., para. 29). It was indicated to the Committee then that the Secretariat would consider at a later stage, based on the experience gained from the regular budget, whether similar measures should apply to other funding sources, including the support account for peacekeeping operations.

20. The Advisory Committee was informed, upon enquiry, that the measures pertained to the temporary use of vacant posts and did not have an impact on recruitment through the staff selection system. The Committee requested information on the implementation of the measures and was informed that the measures related to the management of vacant posts under the programme budget for the biennium 2012-2013 remained in effect. In addition, the same measures had been applied to posts funded under the support account for the period 2012/13.

III. Performance report for the period from 1 July 2011 to 30 June 2012

21. The Secretary-General provides information on the budget performance of the support account for peacekeeping operations for the period from 1 July 2011 to 30 June 2012 in his report dated 12 December 2012 (A/67/635). A summary of key initiatives undertaken by the departments and offices concerned is provided in paragraphs 3 to 12 of the report. Information on planned and actual outputs relating to resource performance by all the departments and offices funded from the support account is contained in document A/67/635/Add.1.

22. In his report on the budget performance of the support account for the period 2011/12 (see A/67/635, para. 2), the Secretary-General indicates that a number of Security Council resolutions had had an impact on the activities of the departments and offices backstopping and supporting peacekeeping operations, including in particular: (a) the establishment of a new mission in South Sudan (UNMISS); (b) the deployment of a mission to the Abyei Area (UNISFA); (c) the closure of UNMIS in the Sudan; (d) the provision of support by UNOCI in Côte d'Ivoire to reconciliation issues and stabilization of the security situation following the post-electoral crisis as well as the protection of civilians and the provision of support to legislative elections; (e) the rapid deployment of a new monitoring mission in the Syrian Arab Republic (UNSMIS) and the provision of support by the Mission to the work of the Joint Special Envoy; (f) prioritization of the protection of civilians and provision of support to the conduct of national, provincial and local elections by MONUSCO in the Democratic Republic of the Congo; (g) the continued building of national security capacities and assistance in the conduct of presidential and legislative elections by UNMIT in Timor-Leste; and (h) the implementation by UNIFIL of additional tasks in Lebanon mandated in resolution 1701 (2006).

23. The total resources authorized by the General Assembly in its resolution 65/290 for the support account for the period 2011/12 amounted to $344,792,400 (gross), comprising $191,452,300 for post resources, $106,154,900 for non-post resources and $47,185,200 for the enterprise resource planning project.

24. Tables 1 and 2 of the performance report present, respectively, a summary of the resource performance for the period 2011/12 by category of expenditure and department/office. Expenditures for the period amounted to $344,786,400 against the approved resources of $344,792,400, reflecting almost full implementation of the approved budget. The unencumbered balance of $6,000, in gross terms, reflects the combined effect of higher-than-budgeted expenditures in respect of post resources ($9,817,300, or 5.1 per cent), mostly offset by underexpenditures under non-post resources ($9,823,300, or 9.3 per cent).

25. Major variances in the resource performance for 2011/12 are explained in paragraphs 15 to 21 of the performance report (A/67/635). As indicated, the overexpenditure of $9.8 million in respect of post resources was attributable primarily to: (a) higher common staff costs resulting principally from the rotation of seconded military officers in the Department of Peacekeeping Operations and the increased number of staff members retiring and separating from the Organization in the Department of Field Support; and (b) lower vacancy rates than budgeted, principally in the Departments of Peacekeeping Operations, Field Support and Management. The overexpenditure under posts was offset by lower-than-budgeted expenditures in the following areas:

(a) General temporary assistance ($2,970,400), attributable primarily to:

(i) higher-than-budgeted vacancy rates in the Investigations Division of OIOS owing to difficulties in the recruitment of investigators in Nairobi, Vienna and peacekeeping operations; and

(ii) recruitment delays in the Departments of Management and Field Support;

(b) Consultants ($2,689,800), attributable primarily to the Department of Management, owing to: (i) the non-hiring of a consulting firm for the implementation of IPSAS in field missions and utilization instead of internal resources, supplemented by individual consultants; and (ii) fewer requirements for consultancy services to review bid protest cases of unsuccessful vendors, because fewer cases than anticipated were considered to be receivable;

(c) Official travel ($1,183,000), attributable to: (i) OIOS, owing to the postponement of the Investigations Division's staff retreat, lower travel costs to conferences and reduced regional and within-mission travel owing to security concerns in Somalia, South Sudan and the Syrian Arab Republic; and (ii) the Department of Safety and Security, owing to the cancellation of numerous planned visits following the crises in Côte d'Ivoire, Darfur and the Syrian Arab Republic and difficulties in obtaining visas for travel to UNAMID and UNMISS;

(d) Information technology ($1,497,900), attributable primarily to: (i) the failure to receive proposals from vendors to develop an electronic rations management system; (ii) the low usage of the Galaxy recruitment system, which resulted in a lower level of contractual services; (iii) the non-procurement by OIOS of the software for the case management system owing to deficiencies identified in the testing phase; and (iv) de-obligation of purchase orders in the Departments of Management and Peacekeeping Operations in order to absorb additional post requirements (see para. 28 below);

(e) Other supplies, services and equipment ($1,170,200), attributable primarily to: (i) lower expenditure than budgeted for after-service health insurance owing to a one-month premium holiday granted for one of the Headquarters-based medical plans and a lower increase than planned in costs for health plans based elsewhere in the world; (ii) lower bank charges than budgeted, owing to the full implementation of SWIFT for processing payments; and (iii) lower training fees in the Department of Peacekeeping Operations, as Member States offered to cover some costs associated with training.

IV. Updated financial information in respect of the current period

26. Information with respect to the financial performance for the period 2012/13 is set out in paragraphs 1 to 9 of the proposed budget for 2013/14 (A/67/756). Overexpenditures estimated at $15,050,200 are projected for the current period under post ($14,015,400) and non-post ($1,034,800) resources, owing to lower-than-budgeted vacancy rates for posts and positions of all categories and higher-than-budgeted common staff costs for both the 2011/12 and 2012/13 periods. A breakdown of the estimated overexpenditures by category is contained in a table in paragraph 8 of the Secretary-General's proposed budget.

27. With respect to variances in the budgeted and actual vacancy rates, the Secretary-General indicates that while the budgeted vacancy rates (15.9 per cent and 7.9 per cent for the Professional and General Service categories, respectively) were based on the average actual incumbency rates in February 2012, the actual vacancy rates have steadily decreased (10 per cent and 6.1 per cent for the Professional and General Service categories, respectively, as at 31 January 2013), as a result of intensified efforts to fill vacant posts and general temporary assistance positions since the latter part of the 2011/12 financial period. The budgeted, actual and projected vacancy rates for posts and positions are shown in the table in paragraph 4 of the Secretary-General's budget report.

28. The Secretary-General further indicates that in order to partly offset the overexpenditure of $9.8 million recorded under post resources for the 2011/12 period, valid obligations in the amount of $1.7 million had to be de-obligated under non-post resources at the closure of the financial period, which have been now recorded in the financial period for 2012/13. The Advisory Committee requested more detailed information on the obligations that were de-obligated for 2011/12 and re-obligated for 2012/13 and was informed, inter alia, of the following:

(a) Departments of Peacekeeping Operations and Field Support: a total of $881,000 ($770,324 for the Department of Peacekeeping Operations and $110,676 for the Department of Field Support), of which an amount of $444,000, some 50 per cent, was related to communications and information technology for which various obligations for equipment and services were cancelled in 2011/12 and re-obligated in the current fiscal period. Since most of the requisitions for the communications and information technology requirements had already been processed in line with the current budget appropriations, the amount required to be re-obligated, $444,000, would then need to be met from the funding earmarked for information technology services during the current period, 2012/13. As a result, funds approved for 2012/13 earmarked for the replacement of equipment and other activities would not be delivered;

(b) Department of Management: a total of $869,100, of which $583,000, or 67 per cent, related to various obligations for contractual services under information technology ($569,000) and consultants ($14,000) had to be re-obligated in the current 2012/13 financial period since the services had already been received by the Organization during 2011/12.

29. The Advisory Committee enquired as to how the implementation of IPSAS would affect such practice and was informed that currently under the United Nations System Accounting Standards (financial rule 105.9), obligations are recorded as expenditures based on a formal contract, agreement, purchase order or other form of

undertaking regardless of whether the goods or services had been received or rendered. When IPSAS is implemented, obligations will not be recognized as expenditures during the financial period if goods or services have not been received or rendered before the end of the period. In line with the IPSAS delivery principle, when obligations have been raised for which goods have been received and services have been rendered, such obligations cannot be cancelled.

30. **The Secretary-General is requesting the General Assembly to approve additional requirements in the amount of $15,050,200 for 2012/13 (see A/67/756, para. 727). The Advisory Committee notes that the actual expenditures for the current period amounted to $51,188,900 as at 31 January 2013 (see A/67/756, para. 8, table). The Advisory Committee is of the view that the Secretary-General should make every effort to absorb the overexpenditures for the current financial period. The Committee also requests that the most up-to-date information on current and projected expenditures, as well as on incumbency rates, be provided to the General Assembly at the time of its consideration of the Secretary-General's proposals for the support account budget for 2013/14.**

V. Proposed budget for the period from 1 July 2013 to 30 June 2014

A. Overall resource requirements

31. In his report on the budget for the support account for the period from 1 July 2013 to 30 June 2014 (A/67/756), the Secretary-General proposes total resource requirements estimated at $327,244,600 (gross),[3] an increase of $9,251,600, or 2.9 per cent, compared with the appropriation for 2012/13 (see para. 81 below). The total resource requirements proposed for 2013/14 include the following:

(a) Post and non-post resources in the amount of $308,575,800 (an increase of $27,920,400, or 9.9 per cent, compared with the post and non-post resources approved for 2012/13), consisting of post resources ($219,661,300) and non-post resources ($88,914,500);

(b) Enterprise resource planning project requirements in the amount of $18,668,800, representing a decrease of 50 per cent of the provision for 2012/13.

32. The Advisory Committee notes from the proposed budget that the resource requirements proposed for 2013/14 also include, for the first time: (a) resources in the amount of $690,800 for OHCHR, including three posts; and (b) an amount of $571,400 for the United Nations Operations and Crisis Centre, which was activated in January 2013 and has been funded through existing resources by participating offices, departments and UNDP (ibid., paras. 12, 27 and 34).

33. The Secretary-General provides an analysis of the proposed resource requirements for 2013/14 in paragraphs 25 to 48 of his budget proposal (A/67/756), with a table in paragraph 36 showing a breakdown of the main factors contributing to the increases in the requirements for 2013/14.[4] He indicates that the increase of

[3] The estimates were adjusted in A/67/756/Add.1; see section V.B below.

[4] The table in paragraph 36 of the budget proposal was updated in the addendum to the report (see A/67/756/Add.1, annex).

$27,920,400, or 9.9 per cent, under post and non-post resources proposed for 2013/14 (excluding the enterprise resource planning project) is attributable primarily to, inter alia, the following: (a) reduced vacancy rates ($20.5 million); (b) higher common staff costs ($2 million); (c) updated standard salary costs ($3.5 million); (d) triennial contingent-owned equipment working group ($1.8 million); and (e) renewed lease rate for rental of premises ($1.7 million) (see paras. 38-41 below).

Budget parameters

34. The budget parameters applied for post and non-post resources for 2013/14 are explained in paragraphs 51 to 58 of the Secretary-General's budget document (A/67/756). They include two tables illustrating approved and proposed vacancy rates (para. 51), as well as revised standard rates for rental of premises, office supplies, commercial communications services and equipment, information technology equipment and service agreements for maintenance, repair and infrastructure support (para. 53).

Vacancy rates

35. The Advisory Committee notes that vacancy rates of 8 per cent and 5 per cent, respectively, have been applied to the estimates for posts in the Professional and above and General Service and related categories for 2013/14, based on the projected vacancy rates as at June 2013 as shown in the table in paragraph 4 of the proposed budget. The Committee also notes from the table that the actual average vacancy rates stood at 10.3 per cent and 5.2 per cent, respectively, for posts in the Professional and above and General Service and related categories for the period from July 2012 to January 2013. **The Advisory Committee is of the view that the vacancy factors to be applied for the support account budget should reflect the actual average vacancy rates rather than the projected rates; it therefore recommends that a vacancy factor of 10 per cent be applied to the cost estimates for posts in the Professional and above category for 2013/14. The Committee also recommends that the Secretary-General provide the most up-to-date vacancy rates for posts of all categories to the General Assembly at the time of its consideration of the support account budget to enable it to make an informed decision.**

Revised standard rates

36. In its consideration of the proposed budget for the support account for 2012/13, the Advisory Committee noted the high average costs for computers and requested that a review of the actual unit cost be undertaken and the results of the review, including possible revised rates, be provided in the context of the next budget submission (see A/66/779, para. 44). In this connection, the Committee notes that in addition to standard rates for computers, the Secretariat has reviewed and revised other standard costs applicable (see A/67/756, para. 53 and table). Of the nine standard costs presented in the table, three will remain the same (office supplies, desktop repair and maintenance, and desktop and mobile phone equipment), four have been revised downwards (desktop and laptop computers, copiers and printers, and desktop phone equipment and installation), while two have been revised upwards (desktop and mobile phone services, and commercial office rental rate).

37. The Advisory Committee notes that the rate for desktop and mobile phone services will increase from $1,400 to $1,800 per staff, which is one of the factors contributing to the overall proposed budget increase for 2013/14 by the amount of $824,000 (ibid., para. 33). On the use of mobile devices and mitigating measures to address the cost increase, the Committee was informed, upon enquiry, that the measures undertaken by the relevant departments and offices included approval by certifying officers in the Executive Office to ensure compliance; monitoring related expenditures to ensure efficient use of resources and to prevent overexpenditure; and reviews from time to time to ascertain whether staff members' functions continue to justify the provision of the devices by the Organization. The Committee also requested a list of posts and functions that required mobile devices under the support account. Information on the number of staff in possession of mobile devices versus the total number of staffing level approved for 2012/13 under the support account is as follows: Department of Peacekeeping Operations (104/497), Department of Field Support (94/398), Department of Management (82/250), OIOS (27/99), Executive Office of the Secretary-General (3/5), Office of Legal Affairs (5/15), Department of Public Information (2/4) and Department of Safety and Security (16/18). **The Advisory Committee considers that the measures described by the Secretariat are unsatisfactory and requests that more stringent measures be put in place with a view to effectively curtailing the cost increase.**

38. The Secretary-General indicates that based on the current market rate for commercial space, the annual rental rate of $15,900 per staff (compared with $14,300 for 2012/13) has been applied to all proposed posts at Headquarters, which is centrally managed by the Department of Management on behalf of all departments and offices funded under the support account (ibid., para. 54). The Advisory Committee enquired on the number of staff who were accommodated at the Headquarters compound and in leased office space in New York and was provided with the following table showing the locations of staff on support account posts and positions, as at 4 April 2013. The Committee notes from the table that of the total of 1,234 staff, 562 (45 per cent) are accommodated at the Headquarters compound and 672 (55 per cent) are in commercially leased offices.

Location	*DPKO*	*DFS*	*DM*	*OIOS*	*EOSG*	*OSLA*	*Ethics Office*	*OLA*	*DPI*	*DSS*	*Secretariat of ACABQ*
Secretariat	314	107	91	4	5	1		18	4	17	1
Commercially leased offices	134	314	190	31			2			1	
Total	**448**	**421**	**281**	**35**	**5**	**1**	**2**	**18**	**4**	**18**	**1**

Abbreviations: DPKO, Department of Peacekeeping Operations; DFS, Department of Field Support; EOSG, Executive Office of the Secretary-General; OSLA, Office of Staff Legal Assistance; OLA, Office of Legal Affairs; DPI, Department of Public Information; DSS, Department of Safety and Security; ACABQ, Advisory Committee on Advisory and Budgetary Questions.

39. The Advisory Committee also requested information on the total number of staff and the total amount budgeted for commercial rental cost in the proposed budget for the support account for 2013/14. The Committee was informed that rental costs for 1,310 staff members (posts and general temporary assistance positions at Headquarters) and contractors were budgeted at the rate of $15,900 per staff for a total amount of $20,829,000 for 2013/14. It was indicated to the Committee that the

standard cost was applicable to all personnel (staff, contractors, consultants, etc.) as per the estimation guide for standard common service costs issued by the Director of the Programme Planning and Budget Division, irrespective of location, and that office space in owned and leased buildings was managed centrally and that costs were not allocated to Departments based on the buildings in which they are located.

40. In its consideration of the tenth annual progress report on the implementation of the capital master plan, the Advisory Committee stressed that the maximum possible number of staff should be accommodated at the renovated Headquarters campus, and off-campus rental should be kept at a minimum level and under constant review (A/67/548, para. 42).

41. **In the view of the Advisory Committee, the practice of applying rental costs to all staff irrespective of their office location lacks transparency in budgeting, when close to half of the staff are accommodated at the Headquarters campus but still charged with commercial rental costs under the support account. The Committee will review the issue in its consideration of the programme budget for the biennium 2014-2015.**

Post resources

42. The proposed post requirements for the support account for 2013/14 amount to $219,661,300, an increase of $27,547,000, or 14.3 per cent, as compared with the requirements for 2012/13. The amount provides for 1,325 posts (900 Professional and 425 General Service), compared with 1,294 posts approved for 2012/13 (871 Professional and 423 General Service), representing an increase of 31 posts (see A/67/756, summary, and sect. II). A summary of the staffing changes proposed by the Secretary-General and the related recommendations of the Advisory Committee are provided below.[5]

New posts

43. The Secretary-General is proposing to establish a total of 62 new posts for the period 2013/14, of which 57 are conversions from general temporary assistance positions. A brief summary of the new posts proposed is set out below:

(a) Department of Peacekeeping Operations: two posts (1 D-2 and 1 General Service (Other level)) to be established in the Office of Evaluation of Field Uniformed Personnel, Office of the Under-Secretary-General;

(b) OIOS: 51 general temporary assistance positions to be converted to posts in the Investigations Division, following the completion of the pilot project (see para. 123 below);

(c) Office of the United Nations Ombudsman and Mediation Services: two general temporary assistance positions to be converted to posts (1 P-4 and 1 General Service (Other level)) (see para. 124 below);

(d) Office of Legal Affairs: three general temporary assistance positions to be converted to posts (2 P-4 and 1 P-3) in the General Legal Division (see paras. 128-129 below);

[5] The staffing requirements reflect the Secretary-General's proposals in document A/67/756, which were adjusted to reflect the budget process review (see A/67/756/Add.1) (see sect. V.B below and annexes II to IV).

(e) Secretariat of the Advisory Committee on Administrative and Budgetary Questions: one P-4 general temporary assistance position to be converted to a post;

(f) OHCHR: three posts (1 D-1, 1 P-4 and 1 P-3) to be established in the Office (see paras. 130-132 below).

44. **With respect to the 62 new posts proposed by the Secretary-General, the Advisory Committee has no objection to the proposed establishment of 57 new posts. However, the Committee does not recommend approval of: (a) the conversion of two positions (1 P-4 and 1 General Service (Other level)) in the Office of the United Nations Ombudsman and Mediation Services and two positions (1 P-4 and 1 P-3 Legal Officers for Administration of Justice Matters) in the Office of Legal Affairs; those four positions should be continued under general temporary assistance for 2013/14; or (b) the establishmen. of one post at the D-1 level for OHCHR.**

Abolishment

45. A total of 31 posts are proposed for abolishment in the support account (A/67/756, section II), including in the Department of Peacekeeping Operations (14 posts and 1 United Nations Volunteer), the Department of Field Support (10 posts), the Department of Management (3 posts) and OIOS (3 posts). Of the 10 posts proposed for abolishment in the Department of Field Support, three posts in the Field Budget and Finance Division (1 P-4, 1 P-2 and 1 General Service (Other level) are related to the peacekeeping budget process review, and comments and recommendations by the Advisory Committee are contained in paragraphs 74 and 79 below. **The Advisory Committee, therefore, has no objection to the abolishment of the remaining 28 posts proposed by the Secretary-General.**

Redeployment

46. A total of 36 posts are proposed for redeployment for 2013/14, as follows:

(a) Department of Peacekeeping Operations (2 posts): 1 P-3 and 1 P-4 Political Affairs Officers from the Asia Integrated Operational Team to the Middle East and West Africa Integrated Operational Teams, respectively, owing to the closure of UNMIT;

(b) Department of Field Support (8 posts): five posts (2 P-4, 1 P-3 and 2 General Service (Other level)) to the proposed new strategic support team and three posts (1 P-5, 1 P-4 and 1 General Service (Other level)) to the new operational support team (see paras. 97-98 below);

(c) OIOS (26 posts) (see para. 123 below).

The Advisory Committee has no objection to the redeployments proposed by the Secretary-General.

Reassignment/reclassification

47. It is proposed to reassign the following three posts to the new Office of the Director, Evaluation of Field Uniformed Personnel, within the Department of Peacekeeping Operations: one Senior Military Liaison Officer post at the P-5 level from the Office of the Military Adviser, 1 Senior Police Liaison Officer post at the P-5 level from the Police Division, and 1 Logistics Support Officer post at the P-4

level from the Office of the Assistant Secretary-General. **Based on the justifications provided by the Secretary-General, the Advisory Committee has no objection to the proposed reassignment of the three posts within the Department of Peacekeeping Operations.**

48. Reclassification of the following 15 posts is proposed:

(a) Department of Peacekeeping Operations: four seconded officer posts to civilian posts in the Office of the Military Adviser;

(b) Department of Field Support: (i) one seconded officer post to a civilian post; (ii) one post at the P-5 level (Chief of Logistics Operations) to the D-1 level (Team Leader) (also to be reassigned from the Logistics Support Division to the operational support team);

(c) OIOS: (i) five P-4 level posts of Investigator to Chief Resident Investigators at the P-5 level in MONUSCO, MINUSTAH, UNMIL, UNMISS and UNOCI; and (ii) four General Service (Other level) posts to national General Service posts in MINUSTAH, UNMISS, UNOCI and the Resident Audit Office at Entebbe, Uganda; the justifications for the proposed reclassification to Chief Resident Investigators at the P-5 level are provided in paragraph 544 of document A/67/756.

49. **The Advisory Committee does not recommend approval of the proposed reclassification of seconded officer posts to civilian posts in the Departments of Peacekeeping Operations and Field Support (see para. 94-96 below). The Committee has no objection to: (a) the proposed reassignment of the P-5 post within the Department of Field Support and the reclassification of the post to the D-1 level; and (b) the proposed reclassification of the five posts from Investigators at the P-4 level to Chief Resident Investigators at the P-5 level and the four General Service (Other level) posts to national General Service posts in OIOS.**

Restructuring

50. The Secretary-General is proposing organizational changes as follows (see annex IV):

(a) Department of Peacekeeping Operations: establishment of the Office of the Director, Evaluation of Field Uniformed Personnel, Office of the Under-Secretary-General;

(b) Department of Field Support:

(i) Establishment of the Strategic Support Team in the Office of the Under-Secretary-General;

(ii) Establishment of the Operational Support Team in the Office of the Assistant Secretary-General;

(iii) Reorganization of the Field Personnel Division into a three-pillar structure: the Operation Planning and Monitoring Service, the Field Human Resources Strategy Service and the Recruitment, Outreach and Career Development Section;

(iv) Redeployment of the Cartographic Section of the Strategic Support Service from the Logistics Support Division to the Field Communications and

Information Technology Operations Service of the Information and Communications Technology Division;

(c) Department of Management: reorganization of the Procurement Division as indicated in the report of the Secretary-General on procurement activities (see A/67/683, sect. II.A, and paras. 114-115 below);

(d) OIOS: reorganization of the Investigations Division to include the Headquarters Office, the regional investigation offices in Vienna and Entebbe, and investigation offices in five peacekeeping missions (MONUSCO, MINUSTAH, UNMIL, UNMISS and UNOCI).

51. With regard to the proposed restructuring, the Advisory Committee is of the view that any organizational changes and the designation of organizational structures (divisions/services/sections/units) should be aligned with the standard structure and nomenclature set out in ST/SGB/Organization of 8 August 1996. **The Advisory Committee has no objection to the proposed organizational changes as proposed by the Secretary-General, except for the proposed reorganization of the Field Personnel Division of the Department of Field Support (see paras. 99-101 below).** The Committee has expressed its view on the Regional Procurement Office at Entebbe in its report on procurement activities (see A/67/801, paras. 10-15).

52. The Advisory Committee notes that the secondary active telecommunications facility at Valencia is referred to as the United Nations Support Base at Valencia in the proposed budget for the support account for 2013/14 (A/67/756). In its report on UNLB, the Committee recommended that the Secretary-General be requested to ensure application of a consistent designation of the facility throughout the documents submitted for consideration by the General Assembly, reflecting its use for information and communications technology purposes (see A/67/780/Add.10, para. 31).

Review of vacant posts

53. The Advisory Committee recalls that, as requested by the General Assembly, posts that will have been vacant for at least 12 months by 30 June of a given year should be submitted during consideration of the support account budget (resolution 58/298, para. 12). The Committee notes from the proposed budget that the Secretary-General does not anticipate that any continuing posts will have been vacant for 12 months or more as at 31 June 2013 (see A/67/756, para. 59). The Committee requested information on the current vacant posts in all departments and offices, including the number and length of the vacant posts and recruitment status, which is attached as annex VI to the present report.

Non-post resources

General temporary assistance

54. The Advisory Committee notes that 75 positions funded under general temporary assistance are proposed for 2013/14, compared with 135 approved positions. The net reduction of 60 positions for 2013/14 reflects the proposed conversion of 57 positions to posts, discontinuation of four positions (1 in the Office of Programme Planning, Budget and Accounts/Department of Management, see paras. 74, 79 and 82 below) and one new position. The new position (Legal Officer at the P-3 level) is proposed for the Management Evaluation Unit in the Office of the Under-Secretary-General for Management, and justifications are provided in

paragraphs 323 to 328 of the proposed budget for 2013/14. For positions of less than 12-month duration, 68 person-months are proposed for 2013/14. **The Advisory Committee recommends approval of the proposed continuation of the 74 positions, the funding of one new position and the continuation of the 68 person-months based on the justifications provided by the Secretary-General.**

55. In its consideration of the proposed budget for the support account for 2012/13, the Advisory Committee noted that a significant number of the general temporary positions had been in existence for three years or more, including dozens for four to five years and over. The Committee further notes from annex V to the present report that its earlier observation remains valid. **The Advisory Committee, therefore, reiterates its view that the fact that so many positions have continued in the form of general temporary assistance for so many years is indicative of a need for a review of the functions concerned to determine whether they are indeed of a temporary or rather of a continuing nature. While the Advisory Committee understands that some of those positions may have arisen from the decisions of the General Assembly itself, it is of the view that the utilization of general temporary assistance positions should preserve budgetary transparency. In this connection, it recalls that general temporary assistance is intended for functions of a temporary nature (see A/66/779, para. 60).**

Consultants

56. The proposed resources for consultants for 2013/14 amount to $5,779,300, an increase of $79,700, or 1.4 per cent, compared with the provision for the current period, representing 1.9 per cent of the total resource requirements of the proposed budget for 2013/14 (see A/67/756, summary, and para. 50, table). The Secretary-General provides an analysis of the consultancy requirements in paragraphs 49 and 50 of his budget proposal, with two tables showing: (a) a breakdown of the resource allocation by department/office and status (continuing or new); and (b) the increase/decrease of total consultancy requirements, and as a percentage of the support account, since financial period 2008/09 (excluding provisions for the enterprise resource planning project). As shown in the table, the consultancy requirement and its percentage of the support account for 2008/09 were the highest ($6.8 million, or 2.4 per cent), while the requirement and the percentage for 2010/11 were the lowest ($3.5 million, or 1.1 per cent).

57. The Advisory Committee notes that a provision of $98,000 is requested for the Ethics Office for a consultant for eight person-months to conduct an annual survey to evaluate the organizational culture for ethics and integrity in peacekeeping missions, using the survey completed in 2012/13 as the baseline data (ibid., para. 620). The Committee questions the necessity for such surveys on an annual basis and was informed, upon enquiry, that the Department of Field Support had requested the Office to extend the initial survey in 2012 to additional missions. Pending further consultation with the Department, the Ethics Office could conduct a survey either to include additional missions or to follow on the research on the five missions in the original survey. **The Advisory Committee questions the need for an annual survey to evaluate the organizational culture for ethics and integrity in peacekeeping missions.**

58. It is the view of the Advisory Committee that the proposed consultancy requirements for 2013/14, both in terms of the total amount and the percentage, are

still high. **The Committee is, therefore, of the view that the Secretary-General should further review and reduce the need for consultants and use his in-house capacity to the fullest. The Committee is recommending a reduction of $50,000 under consultants for the Department of Management, as there has been consistent underexpenditure under this budget line over the past five financial periods (see para. 102 below).**

Official travel

59. The proposed requirements for official travel for 2013/14 amount to $10,994,600, an increase of $1,247,900, or 12.8 per cent, compared with the provisions for 2012/13 (see A/67/756, summary).[6] The requirements for travel proposed for the 10 departments and offices to be funded under the support account, as presented in the report of the Secretary-General (A/67/756), are as follows:

Official travel

(Thousands of United States dollars)

	Expenditures (2011/12)	*Apportionment (2012/13)*	*Cost estimates (2013/14)*	*Variance*	
				Amount	*Percentage*
	(1)	*(2)*	*(3)*	*(4)=(3)-(2)*	*(5)=(4)÷(2)*
DPKO	5 287.6	4 603.1	4 882.1	279.0	6.1
DFS	2 325.2	1 034.7	1 730.6	695.9	67.3
DM	2 071.8	1 845.0	1 978.6	133.6	7.2
OIOS	970.4	1 189.2	1 056.0	(133.2)	(11.2)
Office of the Ombudsman	153.2	129.1	156.5	27.4	21.2
Ethics Office	72.3	70.0	78.0	8.0	11.4
OLA	31.8	34.0	34.2	0.2	0.6
DPI	49.3	51.9	57.0	5.1	9.8
DSS	670.5	789.7	789.0	(0.7)	(0.1)
OHCHR			232.6	232.6	
Total	**11 632.1**	**9 746.7**	**10 994.6**	**1 247.9**	**12.8**

Abbreviations: DPKO, Department of Peacekeeping Operations; DFS, Department of Field Support; DM, Department of Management; OLA, Office of Legal Affairs; DPI, Department of Public Information; DSS, Department of Safety and Security.

60. As the table above shows, travel requirements requested for 7 of 10 departments and offices have increased to various degrees, the highest being 67.3 per cent for the Department of Field Support. In its review of the proposed requirement for official travel for 2013/14, the Committee has identified cases, such as the following, in which it believes that the Secretary-General should prioritize the travel resources:

[6] In document A/67/756/Add.1, the requirement for official travel has been revised to $11,194,600, an increase of $1,447,900, or 14.9 per cent, compared with the provisions for the current period (see annex I to the present report).

(a) Department of Peacekeeping Operations:

(i) UNOAU: a provision is made for the Special Representative of the Secretary-General and three staff to attend a budget hearing of the Advisory Committee on the support account for five days, the Committee has had hearings with UNOAU on its proposed budget under the support account for the past two years via videoconferencing, which has been satisfactory (see paras. 86-87 below);

(ii) Office of the Under-Secretary-General: staff exchange programme, by which four staff from Headquarters would serve in field missions and four staff from missions would serve at Headquarters for a period of three months ($131,600); the Committee is of the view that the requirement could be reduced by 50 per cent (ibid., para. 100);

(iii) Policy, Evaluation and Training Division: the proposed travel requirement would increase by $203,300, or 13 per cent, attributable to the planned participation of senior staff from Headquarters to the Senior Mission Administration and Resource Training Programme and travel of staff to organize and support the programme (ibid., paras. 179 and 184); upon enquiry, the Advisory Committee was informed that the same number of face-to-face workshops (3) and e-learning modules (6) would be conducted for 2013/14, compared with the current period. The Committee is of the view that the level of travel resources could be kept at the same level as for 2012/13;

(b) Department of Field Support/Office of the Under-Secretary-General: the proposed increased requirement of $94,900, or 51.2 per cent, is owing mainly to higher requirements for travel to the Regional Service Centre to ensure the implementation of the global field support strategy (ibid., para. 219). Upon enquiry, the Committee was informed that the proposed increased requirement included $38,400 for more visits to field missions. The Committee encourages the Office to lead by example by utilizing videoconferencing and recommends that the travel requirement be kept at the same level as for 2012/13;

(c) Department of Management/Office of Programme Planning, Budget and Accounts: visits to four peacekeeping missions to advise finance staff on treasury policies and procedures, cash management and banking related issues ($35,000), and to participate at the annual meeting of the World Bank and the International Monetary Fund to ensure that the Treasury is up to date on global financial issues ($5,000) (ibid., paras. 375, 377 and 378). The Committee is not convinced of the need for the trips concerned and is of the view that the proposed travel requirements could be reduced;

(d) OIOS: a provision of $260,000 is proposed for biannual training of resident auditors and assistants (ibid., para. 562). The Committee is not convinced of the need for biannual training and is of the view that annual, instead of biannual, training could reduce the requirement by 50 per cent;

(e) Office of the Ombudsman and Mediation Services: the higher requirements (an increase of $27,400, or 21.2 per cent) are attributable to travel related to training activities as a result of advancement in the ombudsman industry and the need for the Organization's ombudsmen to be at the cutting edge of new skills (ibid., para. 604). The Committee points out that as the cases are projected to

decrease for 2013/14 (ibid., para. 593), the resources for travel could be reduced accordingly;

(f) OHCHR: an amount of $232,200 is proposed (the first year that the Office is included in the support account); the Committee was informed upon enquiry that during the period from 1 July 2011 to 31 March 2013, the Office spent approximately $537,817 for travel in connection with providing support to peacekeeping operations. The Committee is of the view that the planned travel requirements associated with the proposed new D-1 post in the Office could be adjusted, as the Committee does not recommend approval of the post (see para. 44 (b) above).

61. Moreover, on issues related to standards of accommodation for air travel, the Advisory Committee notes that a series of measures that have been adopted by the General Assembly in its recent resolution, such as more strict limits on travel by business class and efforts to reduce short-notice travel by initiating the 16-day advanced booking of tickets, would have an impact on costs related to air travel of the Organization, including peacekeeping missions (resolution 67/254, sect. VI). **While the Advisory Committee is aware that the financial impact on the travel budget of the Organization following the implementation of the measures introduced in the recent resolution by the General Assembly and potential cost reductions in air travel are yet to be demonstrated, it expects that those measures will contain costs under air travel. The Committee requests that all savings achieved in this regard be reported in the performance report of the support account.**

62. **While the Committee accepts that the effective delivery of mandates necessitates travel, it remains concerned about the disruption to the day-to-day work of staff and the possible impact on programme delivery of prolonged absences from duty stations (see A/66/718, para. 138). The Committee also reiterates its view that resources for travel should be kept to a minimum in view of improvements in other means of communication (A/66/779, para. 65). The Committee has also expressed the view in its earlier report on air travel (see A/66/739, para. 26) that the primary consideration in authorizing official travel should be whether direct face-to-face contact is necessary for mandate implementation. If not, then alternative methods should be employed. It is the view of the Committee that the Secretary-General should strive to better manage official travel and further prioritize requirements in this regard. The Committee therefore recommends a total reduction of 10 per cent ($1,119,460) to the proposed requirements of $11,194,600 under official travel for the support account for 2013/14.**[7]

63. In its report on cross-cutting issues related to the United Nations peacekeeping operations (A/67/780, para. 144), the Advisory Committee recommends that the General Assembly request the Secretary-General to entrust OIOS with the task of keeping official travel in peacekeeping missions under review for the 2013/14 period. **In this connection, the Committee recommends that the scope of this review also include official travel under the support account for peacekeeping operations so that the review to be conducted will be comprehensive.**

[7] The revised travel requirements are reflected in A/67/756/Add.1.

Communications

64. **The Advisory Committee recommends a reduction of $18,000 proposed for the purchase of videoconferencing equipment under communications for the Ethics Office (see para. 127 below).**

B. Budget process review and adjusted resource requirements for 2013/14

Budget process review

65. The Advisory Committee recalls that, in his previous overview report, the Secretary-General had indicated that the Departments of Management, Peacekeeping Operations and Field Support had commenced a joint review of the peacekeeping budget development process with a view to better supporting Member States in their decision-making on mission budgets. The goals of the review were to: streamline the current process; maximize time available for strategic analysis and decision-making; and clarify further the roles and the responsibilities of the different stakeholders and departments at Headquarters and in the field (see A/66/679, para. 55). In its resolution 66/264, the General Assembly endorsed the observations of the Advisory Committee set out in paragraph 7 of its related report (A/66/718) that the Committee was unconvinced that the current organizational structure was best suited to ensure clarity of responsibility and accountability for the presentation of budgets for peacekeeping operations and that it considered that the current budget development process was not optimal. The Assembly also endorsed the Committee's request that the results of the review be provided.

66. The addendum to the support account budget document (A/67/756/Add.1) includes information on the results of the review, which was conducted by a senior-level working group led by the Under-Secretaries-General for Field Support and Management, as well as a series of proposals designed to address the issues identified. As indicated in paragraph 3 of the document, those issues include the less-than-optimal allocation of resources among the actors involved in the process; the higher-than-desired amounts of time/resources spent correcting/revising submissions as opposed to analysing them; the lack of clarity regarding the roles and responsibilities, as well as the specific value added, of multiple stakeholders; the fact that the current division of responsibilities often compromises efforts to implement measures to address known concerns; and the fact that stakeholders in the missions and the intergovernmental bodies do not feel that the current process meets their needs.

67. The Secretary-General explains, in paragraph 6 of the addendum, that the proposed new process would see the Peacekeeping Financing Division of the Office of Programme Planning, Budget and Accounts assuming an expanded role for the end-to-end budget development process, including preparing annual budget and performance reports from proposals submitted directly to the Controller by heads of mission (see also para. 69 below). In order to perform its expanded role, the Division would be strengthened with the addition of 12 posts (see paras. 74-76 below for a more detailed description of the Secretary-General's staffing proposals).

68. The Secretary-General also states that, under the proposed new process, heads of mission would remain responsible for the preparation of their missions' budgets,

in accordance with General Assembly resolution 59/296 and all subsequent cross-cutting and mission-specific resolutions. Pursuant to General Assembly resolution 61/279 and subsequent relevant resolutions, the Departments of Peacekeeping Operations and Field Support would continue to lead and provide field missions with strategic guidance on operational and support requirements for the delivery of their mandates. The Field Budget and Finance Division would fulfil its responsibilities by continuing to focus on identifying major resourcing priorities, efficiencies and standard resourcing allocations across field missions, including through the work of the Resource Efficiency Group. **In that connection, the Advisory Committee points out that, as indicated in paragraph 20 of the addendum, an enhanced role for the Field Budget and Finance Division in the strategic oversight and management of resources is fully consistent with the evolving role of the Department of Field Support at Headquarters in the context of the global field support strategy.** A detailed description of the proposed new roles and responsibilities of the Peacekeeping Financing Division and the Field Budget and Finance Division are set out in paragraphs 7 to 10 of the addendum.

69. Upon request, the Advisory Committee was provided with two charts, the first depicting the current budget development process and the second depicting the proposed new process. The charts illustrate that the new process will continue to consist of three distinct stages: planning and guidance; preparation; and approval. It is the Committee's understanding that the most significant change to the process is the removal, at the preparation stage, of the requirement for finalization and approval by the Departments of Peacekeeping Operations and Field Support of the budget packages submitted by missions prior to their transmittal to the Office of Programme Planning, Budget and Accounts. Instead, following initial consultations with those Departments, missions will submit their budget proposals directly to the Peacekeeping Financing Division. Upon enquiry, the Advisory Committee was informed that consolidating the budget review process in the Peacekeeping Financing Division would improve its efficiency by allowing for direct contact between those responsible for preparing the budget submissions (the missions) and those responsible for reviewing those submissions and preparing the final budget reports (the Peacekeeping Financing Division), thereby eliminating any duplication of roles and practices.

70. In response to an enquiry as to the measures envisaged to ensure that the reduced participation of the Departments of Peacekeeping Operations and Field Support at the budget preparation stage did not have an adverse impact on the quality of the final proposals, the Advisory Committee was informed that the revised budget process preserved the mandated responsibilities and accountabilities of all those engaged in the development of peacekeeping budgets, while at the same time further clarifying the roles and focus of each. The Committee was informed that the responsibilities and authorities of the Under-Secretaries-General for Peacekeeping Operations and Field Support would continue to manifest themselves at two distinct stages of the budget process. First, during the planning and guidance stage, the Under-Secretaries-General, supported by their respective Departments, would continue to provide strategic guidance regarding the resources needed for mandate implementation and approve the mission priorities, major planning assumptions and results-based-budgeting frameworks. Second, at the approval stage, the Under-Secretaries-General would remain responsible for considering the proposed budget report for each mission to ensure that it adequately reflected the

mandate, circumstances and expected work of the mission, properly aligned resource proposals with the approved strategic direction, and contained the level of resources required for mandate implementation. Only once the Under-Secretaries-General had endorsed the proposed budget reports would they be submitted to the Controller for final approval.

71. Upon enquiry as to the specific operational benefits of the proposed new process, the Advisory Committee was informed that, at the planning and guidance stage, a stronger emphasis on strategic guidance and decision-making within the Departments of Peacekeeping Operations and Field Support would bring greater clarity to missions, providing a framework in which they could focus on preparing their budgets on the basis of requirements that had been agreed from the outset. In addition, allowing the Peacekeeping Financing Division to participate in the initial discussions with the Departments of Peacekeeping Operations and Field Support would provide the former with a better understanding of the rationale for resource requests. Further, the issuance of single joint budget instructions by the Office of Programme Planning, Budget and Accounts and the Departments of Peacekeeping Operations and Field Support would ensure that all relevant guidance relating to the preparation of the budget submissions was streamlined and transmitted to missions in one integrated package at the very beginning of the process, rather than being sent piecemeal at different times.

72. The Advisory Committee was also informed that, at the budget preparation stage, a number of improvements to the budget costing sheets and their possible automation would reduce the time taken for missions to complete their submissions and limit the potential for errors. The efficiency of that stage would be further enhanced by consolidating the budget review process in the Peacekeeping Financing Division, and, taken together, all those improvements would serve to ensure that the final reports presented to the legislative bodies were of better quality and submitted in a more timely manner (see also para. 73 below).

73. Upon enquiry, the Advisory Committee was informed that the success of the proposed improvements to the budget process would be measured against the following benchmarks:

- Quality: positive feedback from the legislative bodies on the format and presentation of peacekeeping budgets, performance reports and other related reports. It was anticipated, in particular, that greater attention would be paid to improving the way in which data was presented in the reports and to providing better analysis of that data in the narrative.
- Timeliness: 100 per cent of all draft budget reports finalized by mid-December (as opposed to the end of January or mid-February, as is currently the case). This would give the legislative bodies more time to consider the proposed budgets.

The Committee was also informed, during its consideration of the Secretary-General's proposals, that the full benefits of the new process would not be realized immediately, but would rather manifest themselves incrementally over the next two to three years.

74. In order to operationalize the proposed changes to the current budget process, the Secretary-General indicates in the addendum to the support account document that 12 additional posts would be needed to strengthen the Office of Programme Planning, Budget and Accounts, which is not adequately staffed to cope with the

additional workload that would arise from its expanded role. Accordingly, two of the three posts (1 P-4 and 1 General Service (Other level)) originally proposed to be abolished in the Field Budget and Finance Division (see A/67/756, para. 224) would be retained and redeployed/reassigned to the Peacekeeping Financing Division. Nine further posts (3 P-4, 3 P-3 and 3 General Service (Other level)) in the Field Budget and Finance Division would be reassigned/redeployed to the Peacekeeping Financing Division, and one of the two P-3 positions currently funded under general temporary assistance in the Peacekeeping Financing Division would be converted to a post rather than be discontinued, as originally proposed (ibid., para. 365). The Advisory Committee notes that those proposed changes would lead to an adjustment to the cost estimates originally set out by the Secretary-General in his report on the support account: estimated requirements for posts in the Field Budget and Finance Division would amount to $9,485,500, a decrease of $1,416,900, or 13 per cent, as compared with the original estimate of $10,902,400. There would be a corresponding increase of $1,874,800, or 32.4 per cent, in the estimated requirements for posts in the Peacekeeping Financing Division, taking the total amount requested from $5,787,700 in the Secretary-General's original proposals to $7,662,500 (see A/67/756/Add.1, annex).

75. The Secretary-General explains that 8 of the above-mentioned 12 posts (3 P-4 and 2 P-3 posts of Finance and Budget Officer and 3 General Service (Other level) posts of Finance and Budget Assistant) would be assigned to three sections within the Peacekeeping Financing Division, which together deal with the preparation of budget/performance reports for 17 field missions (13 active, including UNSOA, and 4 at various stages of closing) and trust funds. The Finance and Budget Officers would be responsible, inter alia, for reviewing and analysing data relating to the budget submissions; providing relevant support to managers at Headquarters and in the field; coordinating with missions and the Departments of Peacekeeping Operations and Field Support; and preparing budget proposals for the General Assembly, ensuring that the proposals were in conformity with the strategic guidance provided by the Under-Secretaries-General for Peacekeeping Operations and Field Support and that they met the needs of the intergovernmental bodies. The Finance and Budget Assistants would provide support to the Finance and Budget Officers. According to the Secretary-General, strengthening the capacity of the three sections would allow the section chiefs to focus on strategic analysis of peacekeeping budgeting rather than on operational reviews of budget submissions, and also reduce the burden of administrative tasks, increasing the time available for decision-making (A/67/756/Add.1, paras. 33-36).

76. The four remaining posts (1 P-4 and 2 P-3 posts of Finance and Budget Officer and 1 General Service (Other level) post of Finance and Budget Assistant) would be assigned to the fourth section in the Peacekeeping Financing Division, which is responsible for preparing the budget and performance reports for the support account and UNLB, as well as for addressing cross-cutting issues relating to peacekeeping operations. The incumbents of the four posts would form a new team dedicated to policy guidance, coordination strategy and capacity development. They would support the work of the Division through the provision of advice, guidance and training on policies, practices and processes in the areas of budget and finance and would focus, in particular, on addressing the gaps listed in paragraph 38 of the addendum. They would be responsible for, inter alia, overseeing the development, coordination and implementation of support services to the field with a view to

improving the quality, timeliness and consistency of budget formulation, budget implementation, resource utilization monitoring and reporting.

77. In addition to the increase in estimated requirements under posts, the proposals set out in the addendum to the support account report would lead to an increase in proposed resources under official travel for the Peacekeeping Financing Division of the Office of Programme Planning, Budget and Accounts. The Secretary-General's original cost estimates for official travel for that Office amounted to $141,500. His revised proposal includes estimated requirements of $341,500, an increase of $200,000, or 141.3 per cent. As indicated in the annex to the addendum, the higher requirements are attributable to the additional travel to be undertaken by the Peacekeeping Financing Division in order to enhance its outreach to field missions through mission visits and workshops, in coordination with the Field Budget and Finance Division, to clarify the roles and timelines for the budget process and to provide technical advice and guidance on results-based budgeting, staffing and financial resource requirements.

78. **The Advisory Committee sees merit in the Secretary-General's proposals insofar as their aim is to improve the efficiency of a process that has long been recognized by all stakeholders as suboptimal. The Advisory Committee points out, however, that any business process transformation carries some risks. In this case, particular attention will need to be paid to ensuring that the mandated roles and responsibilities, as well as the accountability, of all actors in the process are respected at every stage. In addition, full and close cooperation among the Departments of Management, Peacekeeping Operations and Field Support will be critical to the success of the project. The Advisory Committee expects that the Secretary-General will take all necessary measures to address and minimize potential risks as the change process unfolds.**

79. **Bearing in mind the foregoing considerations, the Advisory Committee has no objection to the Secretary-General's proposals, recognizing that resources are needed at the beginning of a change process. The Committee considers, however, that as the process unfolds and stabilizes, there will be opportunities for further synergies and efficiencies through reductions in staffing levels. In particular, the improvements to the tools used during the budget preparation process, as well as the measures envisaged to address skill/knowledge gaps at Headquarters and in the field, should be one-time activities that will not be required on a permanent basis. With specific reference to the additional resources proposed for official travel by the Peacekeeping Financing Division, the Advisory Committee trusts that the Secretary-General will ensure that such travel is kept to a minimum.**

80. **The Advisory Committee intends to review progress made in implementation of the budget process improvements as part of its consideration of the proposed budgets for peacekeeping operations for the 2014/15 financial period.**

Impact of the budget process review on the overall resource requirements for 2013/14

81. The impact of the budget process review on the proposed overall financial and human resources requirements of the support account for 2013/14 is reflected in the addendum to the budget proposal (A/67/756/Add.1, annex). It is shown therein that the total adjusted resource requirements for the support account for 2013/14 amount to $327,965,300 (gross), an increase of $9,972,300, or 3.1 per cent, compared with

the appropriation for 2012/13 (see para. 31 above for the budget proposal contained in A/67/756). The adjusted estimates for post and non-post resources amount to $309,296,500 (excluding enterprise resource planning), representing an increase of $28,641,100, or 10.2 per cent, consisting of post resources ($220,119,200) and non-post resources ($89,177,300). The Advisory Committee was provided with a table of the adjusted resource requirements for the support account for 2013/14 showing the overall post and non-post resources requested, and a breakdown of the resources under each department and office to be funded from the support account (see annex I).

82. The adjusted estimates for 2013/14, as reflected in the addendum (A/67/756/Add.1), provide for 1,328 posts, compared with 1,325 posts proposed in the budget document (A/67/756). The net increase of three posts reflects: (a) a decrease in the number of posts proposed to be abolished from three to one in the Department of Field Support, bringing the total number of posts proposed to be abolished from 31 to 29; and (b) the proposed conversion of one general temporary assistance position to a post in the Department of Management, which was proposed to be discontinued in the budget document, resulting in the total number of proposed general temporary assistance conversions from 57 to 58 (see paras. 45, 54, 74 and 79 above). The adjusted post requirements for the period 2013/14, by department and office, are contained in annex II to the present report. Annexes III to V contain the adjusted proposals for new posts, redeployments, reassignments, reclassifications and posts to be abolished for the period from 1 July 2013 to 30 June 2014.

C. Department of Peacekeeping Operations

1. United Nations Office to the African Union

Collaboration between UNOAU and the Economic Commission for Africa

83. The Advisory Committee recalls that UNOAU, established on 1 July 2010 pursuant to General Assembly resolution 64/288, integrated four entities located in Addis Ababa with separate mandates with regard to peace and security in Africa and that the Office became fully operational in August 2011 (A/66/779, para. 69). The Committee further recalls that, upon the establishment of the Office, it expressed the expectation that UNOAU would have close coordination with the Economic Commission for Africa (ECA), including co-location and the sharing of the support services of ECA (see A/64/792, para. 22).

84. The Advisory Committee noted during its review of the budget for 2012/13 that owing to delays in the construction of the new building in which UNOAU was to be co-located with ECA, it was anticipated that efficiencies resulting from common services after co-location would be reflected only in the financial period 2013/14 (see A/66/779, para. 71). In this connection, the Committee notes that for 2013/14, UNOAU is proposing to abolish three posts (1 Security Officer (Field Service), 1 Inventory and Supply Assistant (national General Service) and 1 Telecommunications Assistant (United Nations Volunteer)) (see A/67/756, paras. 65-67). Upon enquiry, the Committee was informed that the Office did not foresee any further reduction of staffing at this point, but would continue to assess its overall staff requirements on the basis of actual experience to be gained when the co-location of the two offices would materialize in the latter half of 2013.

85. The Advisory Committee was also informed, upon enquiry, that under the current memorandum of understanding, ECA provides common services in the areas of finance, travel, procurement, medical, transport and security, based on shared staffing resources (UNOAU staff embedded with ECA). The Committee recalls that, in order to address the constraints experienced by ECA in providing services to UNOAU, the latter had deployed, when required, up to six of its staff to work with their ECA counterparts to deliver specific services to UNOAU (see A/66/779, para. 71). **In the view of the Advisory Committee, the information provided in the proposed budget for 2013/14 lacks clarity on the common services shared by UNOAU and ECA. The Committee reiterates its expectation that the two offices will take advantage of the planned co-location to realize demonstrable efficiencies in their operations (ibid.). Furthermore, the Committee requests that more detailed information on the sharing of common services and the potential reduction of resource requirements should be provided in the proposed budget for 2014/15.**

Official travel

86. The proposed requirement for official travel amounts to $359,300 for 2013/14, representing an increase of $94,500, or 35.7 per cent (see A/67/756, para. 70). The Advisory Committee notes that, of the total travel requirement proposed for 2013/14, an amount of $114,300 (32 per cent) would cover trips to New York under: (a) mission planning/assessment/consultation ($52,900) for five persons for five to six days, including the Special Representative of the Secretary-General, the Chief of Staff and the Chief of Political Affairs; (b) seminars/conferences/workshops ($20,300) for five persons for five days, including staff working in the areas of political affairs, disarmament, administration, finance and budget; and (c) budget preparation/review ($41,100) for the Special Representative of the Secretary-General and three staff for five days to attend a budget hearing of the Advisory Committee on the support account (ibid., paras. 71, 73 and 74). Upon enquiry, the Advisory Committee was informed that the proposed provision for trips to New York under mission planning/assessment/consultation would also provide an opportunity for the Special Representative of the Secretary-General to hold bilateral meetings with relevant Member States, members of the Security Council and international organizations, as well as workshops and conferences on issues related to the mandate of the Office, subject to requests and availability.

87. **The Advisory Committee points out that it has had hearings with UNOAU on its proposed budget under the support account, via videoconferencing, for the past two years and that the Committee is satisfied with the exchange with the Office. The Advisory Committee is therefore of the view that future budget hearings with UNOAU could be continued, via videoconferencing, for more efficiency gains. The Committee is also of the view that the Office should further prioritize its travel requirements by making optimal use of its trips to Headquarters under mission planning/assessment/consultation.**

2. Office of the Under-Secretary-General

Establishment of the Office of the Director, Evaluation of Field Uniformed Personnel

88. The Secretary-General is proposing to establish an Office of the Director, Evaluation of Field Uniformed Personnel, to provide an independent function of

evaluation for field uniformed personnel through the provision of objective reviews, analysis, advice and recommendations on the effectiveness and efficiency of uniformed personnel in the field (ibid., paras. 84-91). The Office would have a total of five posts, consisting of two new posts (1 D-2 and 1 General Service (Other level)) and three reassigned posts (2 P-5 and 1 P-4). The Director would report directly to the Under-Secretary-General for Peacekeeping Operations.

89. The Advisory Committee sought clarifications on a number of issues related to the proposal, in particular the added value of the new Office and its distinction from the existing evaluation functions. According to the information provided to the Committee, the current absence of a mechanism to evaluate and identify measures relating specifically to uniformed personnel has hampered the Organization's ability to address contemporaneously systemic issues that affect the performance of uniformed personnel in peacekeeping operations. Within the Department, the performance of individual mission military or police components is currently evaluated, post facto, on the basis of reports or findings from end-of-assignment reports, field visits and technical and needs assessments. The Office of Military Affairs neither is mandated, nor has the capacity, to perform the functions envisaged for the new Office. The Police Division of the Office of Rule of Law and Security Institutions does not have an internal evaluation capacity to conduct evaluations to address systemic and systematic issues affecting the performance of formed police units. While the Policy, Evaluation and Training Division conducts five or six evaluations annually that focus on thematic issues, these evaluations may or may not include the activities of military and police components. The Committee was further informed that there would be no duplication of the work of OIOS in the area of investigations, as the new Office would not be charged with investigations related to the conduct of uniformed personnel.

90. Furthermore, the Advisory Committee was informed by the Independent Audit Advisory Committee that it would be inappropriate for OIOS to evaluate military contingents and formed police units as proposed by the Secretary-General. The function to be performed by the new Office is an ongoing operational monitoring process that is a management responsibility and is not operationally "independent" in the same sense as the Inspection and Evaluation Division of OIOS. With respect to the Joint Inspection Unit, which is the United Nations system's independent external oversight body with a broad focus and mandate, the Unit examines cross-cutting issues across the participating organizations with the aim of enhancing administrative efficiency and achieving greater coordination among organizations.

91. The Advisory Committee also enquired on the relationship between the proposal and the report of the Senior Advisory Group on rates of reimbursement to troop-contributing countries and related issues (see A/C.5/67/10). The Committee was informed that, should the recommendations contained in the report of the Senior Advisory Group be endorsed by the General Assembly, the new Office could also be charged with evaluating the cross-cutting issues identified by the Senior Advisory Group that had an impact on the performance of uniformed personnel in mandate delivery and could also oversee the application of criteria set for the award of the premiums.

92. As for the reporting lines of the Force Commanders and Police Commissioners in the context of the new Office, the Committee was informed, upon enquiry, that they would have no direct reporting lines or accountability to the Director for Evaluation of Field Uniformed Personnel; rather, the work of the new Office would

assist the Force Commanders and Police Commissioners by addressing any specific or systemic issues that had impact on the ability of the uniformed personnel to carry out their mandated tasks in a holistic manner. The evaluations to be conducted by the Office would be undertaken in close collaboration and coordination with the relevant troop- and police-contributing countries, the senior leadership of missions, in particular the Force Commanders and/or Police Commissioners, and the Departments of Peacekeeping Operations and Field Support.

93. **Based on the information provided to it, the Advisory Committee has no objection to the proposed establishment of the Office of the Director, Evaluation of Field Uniformed Personnel, and the staffing requirement associated with the Office. The Advisory Committee expects, however, that the proposed Office will not have an impact on existing command and control arrangements for uniformed personnel, and specifically on the responsibilities of the Force Commanders and Police Commissioners in the field.**

3. Office of Military Affairs

Reclassification of four seconded officer posts to civilian posts

94. The Secretary-General is proposing to reclassify four seconded officer posts to civilian posts (P-4) in the Office of Military Affairs (see A/67/756, para. 126). According to the report, 110 of the 133 posts in the Office are reserved for seconded military officers who are rotated, on an average, every three years, which is not conducive to strong institutional memory and can result in the duplication of effort, steep learning curves and the loss of management continuity, thus having an adverse impact on the effectiveness of the Office. Upon enquiry, the Advisory Committee was informed that seconded military officers were offered an initial two-year contract, and extensions for an additional third year were considered on a case-by-case basis. Currently, 18 officers were serving longer than three years (16 per cent), of whom 15 were expected to serve for four years, in the Office of Military Affairs, the integrated operational teams and in the Department of Field Support (6 posts of the Office of Military Affairs are assigned to the Department of Field Support: 4 in the Logistics Support Division and 2 in the Information and Communications Technology Division, pursuant to para. 35 of General Assembly resolution 62/250).

95. The Advisory Committee recalls that the Secretary-General proposed to reclassify three seconded officer posts to civilian posts in the Office of Military Affairs in his budget for the support account for 2010/11, which the General Assembly did not approve at its sixty-fourth session. The Committee enquired as to what changes had taken place to justify the resubmitting of such a request, and was informed that OIOS, in May 2010, had conducted an audit to assess the operations of the Office of Military Affairs in deploying, supporting and monitoring military components in peacekeeping missions. OIOS observed that the frequent rotation of military staff resulted in the loss of institutional knowledge and a lack of management continuity and recommended the need to establish a mechanism to develop and sustain the institutional knowledge and management continuity within the Office.

96. **While the Advisory Committee understands that the rotations of seconded officers may have certain impact on the operation of the Office of Military Affairs, it is not convinced of the need to reclassify seconded officer posts to civilian posts on the basis of the justifications provided by the Secretary-General. Further, the Committee is of the view that institutional memory can**

be maintained through a better arrangement within the Office, including the sequencing of rotations. The Committee, therefore, is of the view that the decision of the General Assembly at its sixty-fourth session should be maintained, and the Committee does not recommend approval of the request to reclassify the four seconded officer posts to civilian posts.

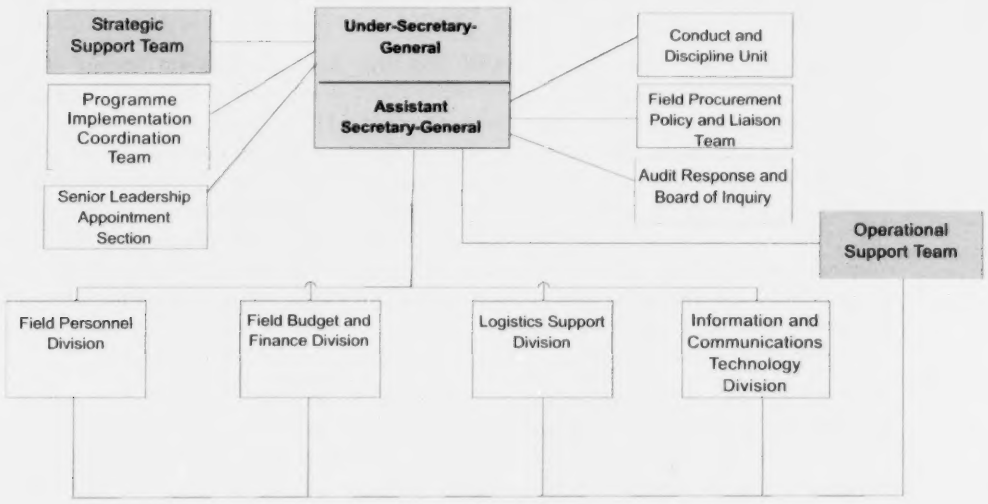
D. Department of Field Support

1. Office of the Under-Secretary-General

Restructuring of the Office and establishing the strategic support team and the operational support team

97. The Secretary-General is proposing to reorganize the Office of the Under-Secretary-General and the Office of the Assistant Secretary-General in order to strengthen the capacity of the Department to deliver strategic and operational leadership of its activities, by establishing, within existing resources, the strategic support team and the operational support team (see A/67/756, paras. 191-200).

98. Upon enquiry, the Advisory Committee was informed that since the establishment of the Department of Field Support, experience had demonstrated that the four Divisions of the Department needed stronger executive oversight and management coordination in a number of key areas. While operations management in the Department was conducted largely at the divisional level, the integration, coordination and monitoring of day-to-day operations were carried out in a less systematic manner. Those functions had become all the more important with the expansion of complex mandates and increasingly critical for the effective implementation of the global field support strategy. Further, the two teams would be complementary and would work closely to ensure coherence of Departmental directives and actions. The chart below illustrates the proposed reporting lines of the two teams within the Department of Field Support. **The Advisory Committee has no objection to the Secretary-General's proposals.**



2. Field Personnel Division

Reorganization to a three-pillar structure

99. According to the Secretary-General, the Division undertook a review of its functions in the context of the implementation of the global field support strategy, which led to the classification of such functions as either transactional or strategic. The review indicated the need for a reorganization of its structure to ensure full alignment with the vision of the strategy, with greater emphasis to be placed on the strategic elements of the human resources framework of the strategy (ibid., para. 239). The proposed reorganization would establish a three-pillar structure within existing resources: the Operation Planning and Monitoring Service, the Field Human Resources Strategy Service and the Recruitment, Outreach and Career Development Section. Paragraphs 237 to 252 of the proposed budget provide more detailed information related to the proposal, with tables in paragraphs 237 and 240 providing a breakdown of the current and proposed staffing requirements funded under both the support account and the programme budget. The Secretary-General proposes to abolish two posts of Human Resources Assistant (General Service (Other level)) owing to the expected efficiency gains resulting from the separation of transactional and strategic functions.

100. **In the view of the Advisory Committee, the three-pillar structure, which is being proposed on the basis of the classification of the transactional and strategic functions within the Field Personnel Division, lacks clarity on the different roles and responsibilities of the Office of Human Resources Management and the Division, in that the Office provides strategic policy guidance for the Organization as a whole, while the activities of the Division are of a more transactional nature. The Committee is of the view that further analysis and refinement are required for the reorganization of the Division and, therefore, a refined proposal could be submitted in the support account budget for 2014/15.**

101. **Furthermore, the Advisory Committee notes that as the Division currently has a total of 65 General Service (Other level) posts and positions, it believes that it would be possible for the functions of the two Human Resources Assistant posts (General Service (Other level)), that are being proposed for abolishment to be absorbed by the existing capacity. The Committee, therefore, recommends acceptance of the proposal to abolish the two posts of Human Resources Assistant.**

E. Department of Management

102. A total amount of $3,711,500 is proposed under consultants for the Department of Management for the 2013/14 period, comprising: $97,500 for the Office of the Under-Secretary-General; $3,364,000 for the Office of Programme Planning, Budget and Accounts; $8,000 for the Office of Human Resources Management; and $242,000 for the Office of Central Support Services. The Advisory Committee notes from the additional information provided to it upon request that there has been consistent underexpenditure under this budget line over the past five financial periods. **While, in the light of the urgency of ensuring that peacekeeping missions are adequately prepared for the transition to IPSAS the Committee has no objection to the consultancy requirements relating to the implementation of IPSAS (see para. 112**

below), it recommends a reduction of $50,000 under consultants for the Department of Management.

1. Office of Human Resources Management

Outreach missions

103. The Advisory Committee notes from paragraph 439 of the budget document that the Secretary-General is proposing an amount of $16,000 for the conduct of outreach activities, in collaboration with the Department of Field Support, to unrepresented and underrepresented Member States to encourage candidates to apply for positions in peacekeeping operations.

104. Upon enquiry, the Advisory Committee was informed that seven outreach missions were planned for the budget period, to Brazil, Japan, Peru, Spain, the United Kingdom of Great Britain and Northern Ireland, the United States of America and the Caribbean region (Barbados, Jamaica and Trinidad and Tobago). The Committee was further informed, upon enquiry, that during the 2011/12 period a total of $18,000 had been spent on outreach visits to the following countries: Costa Rica, Estonia, Finland, Iceland, Panama, Pakistan, Poland, South Africa, the Republic of Korea, Sweden, the United Kingdom of Great Britain and Northern Ireland and the United States of America. The relatively low level of expenditure in relation to the number of countries visited was attributable to the fact that the Office had combined trips to various countries in the same regions and had also collaborated closely with the Departments of Field Support and Safety and Security and the Office for the Coordination of Humanitarian Affairs.

105. **The Advisory Committee continues to support the outreach activities undertaken by the Office of Human Resources Management in order to address shortfalls in the staffing profile of peacekeeping operations and emphasizes, in particular, the importance of those activities as part of efforts to achieve organizational goals relating to gender balance, geographic diversity and the representation of troop- and police-contributing countries.**

Inspira talent management system

106. As indicated in paragraph 392 of the budget document, during the 2013/14 period the Office of Human Resources Management will continue to implement the United Nations human resources reform agenda in field operations, using the new talent management system and its electronic support tool, Inspira. A number of outputs under expected accomplishment 3.1 (increased efficiency and effectiveness of field operations) reflect this aspect of the Office's activities.

107. The Advisory Committee recalls that the deployment of Inspira began in April 2010 with the launch of the initial staffing module (that is, the posting of jobs for non-field locations) and an e-performance pilot. Subsequent releases of those modules were rolled out in 2011 and 2012 in order to stabilize and enhance them in light of difficulties experienced by some users (see A/66/779, para. 122). The Committee notes from the Secretary-General's report that further progress has been made with the Organization-wide deployment of Inspira during the 2012/13 financial period: In 2012, performance management was rolled out Secretariat-wide, and the enterprise learning module was piloted. In January 2013, the staffing module was launched in the field, beginning with MINUSTAH. Further roll-outs to

the field of the staffing, enterprise learning management, consultants, offer management, reference checking and position management modules are planned for 2013 (see A/67/756, para. 426).

108. The Secretary-General estimates that, in 2013/14, more than 44,000 United Nations personnel and over a million external candidates will use Inspira. He indicates that, at present, the system is heavily used, with over 100,000 log-ins per month (ibid.).

109. Primary responsibility for providing development, maintenance, production and user support to Inspira, including in peacekeeping missions, rests with the Human Resources Information Systems Section. In addition to the resources proposed for posts and general temporary assistance that will be dedicated to Inspira implementation, the Secretary-General is requesting the following amounts for Inspira-related activities during the 2013/14 period:

- Under official travel, $12,000 to provide user support and training to mission personnel on the use of Inspira; $16,000 to provide technical support to ensure operational compliance and efficiency at the Inspira Support Centre in Bangkok; and $5,000 for training of staff of the Human Resources Information Systems Section on new versions of the software used to support the Inspira modules (see A/67/756, paras. 439 and 441);
- Under information technology, $1,577,000 for software, licences and fees associated with the proprietary software required for the Inspira system and the user base at Headquarters, as well as licence fees for hosting/on demand services for disaster recovery; and $416,000 for contractual services, representing 8,327 person-hours at a rate of $50 per hour, to cover low-level support during the retirement process of e-PAS, Galaxy and other legacy systems so that data from those systems will be available in Inspira during the decommissioning phase (ibid., paras. 443, 445 and 447);
- Under other supplies, services and equipment, $4,000 for materials and fees for training relating to the new versions of the Inspira software (ibid., para. 448).

110. **The Advisory Committee notes the progress made in the implementation of Inspira. The Committee trusts that the roll-out to the field will proceed on schedule and lead to the realization of the full benefits of the system, including an improvement in vacancy rates and greater efficiency in the management of recruitment, performance and learning. The Advisory Committee expects the Secretary-General to report on actual progress achieved in his next report on human resources management reform.**

2. Office of Programme Planning, Budget and Accounts

Consultants

111. As indicated in paragraph 371 of the Secretary-General's report, an amount of $3,364,000 is proposed for the engagement of consultants during the budget period. The Advisory Committee notes that all the consultancy requirements relate to the implementation of IPSAS in peacekeeping missions. They are broken down as follows:

- An amount of $3,080,000, corresponding to 216 person-months, for the engagement of consultants to support the deployment of the opening balance

plan to produce the initial IPSAS statements, as well as the IPSAS-compliant recording of transactions during the first year of implementation and the critical IPSAS "dry-run" exercise (see A/67/756, para. 372);

- An amount of $5,000 for the engagement of one consultant with specialized expertise in the actual valuation of peacekeeping personnel benefits to assist in the reporting of actuarial variation and disclosure of liability as required under IPSAS (ibid., para. 373);

- An amount of $279,000 for the engagement of one consultant for 12 months to facilitate advanced-level instructor-led training on the preparation of IPSAS-compliant financial statements and Umoja (ibid., para. 374).

112. The Advisory Committee recalls that, in order to ensure that the United Nations transitions to IPSAS in 2014, as approved by the General Assembly in its resolution 60/283, field missions subject to the peacekeeping budget cycle must make available opening balances for assets by 1 July 2013, at the start of the 2013/14 financial period, and issue IPSAS-compliant financial statements by 30 September 2014, three months after the end of the financial period on 30 June 2014 (see A/65/827, para. 171). **Given the urgency of ensuring that, in accordance with the timeline approved by the General Assembly, peacekeeping missions are adequately prepared for the transition to IPSAS-compliant transaction processing from 1 July 2013, the Advisory Committee has no objection to the Secretary-General's proposed resources for consultants (see also para. 102 above). The Committee expects, however, that IPSAS-related requirements under this and all budget lines will decrease significantly in the next budget period once the transition to IPSAS is complete.**

Information technology

113. The Secretary-General is proposing an amount of $730,300 for software licences and fees, comprising requirements for the maintenance and support of existing financial software and systems, including the Bloomberg Asset and Investment Management application, which is used for portfolio risk management (see A/67/756, para. 382). Upon enquiry, the Advisory Committee was informed that five staff members of the Treasury used the Bloomberg application, for which there were five terminals/licences. The cost per terminal/licence was $22,400 per year, amounting to a total of $112,000. In addition, the Organization paid a flat fee of $150,000 per year for the application, funded jointly from the regular budget ($111,000) and the budget of the support account ($39,000).

3. Office of Central Support Services

Procurement Division

114. The Advisory Committee recalls that the report of the Secretary-General on procurement activities (see A/67/683, sect. II.A) presented a new organizational structure of the Procurement Division and also provided details on the establishment of the Regional Procurement Office in Entebbe. The Advisory Committee reiterates its comments and recommendations concerning the Regional Procurement Office contained in its related report (see A/67/801, paras. 10-15).

115. Upon enquiry, the Advisory Committee was informed that the specific functions of the Regional Procurement Office at Entebbe were to: (a) procure goods

and services on behalf of the field missions in the region on the basis of joint acquisition plans, taking into account mission-specific requirements; (b) provide surge capacity during the start-up phase of field missions; (c) conduct vendor registration, including assisted registration on the premises of the Office; (d) conduct business seminars, especially in Africa; and (e) serve as a procurement training hub for the field missions in the region. The Committee was further informed that the Office was established as a section of the Procurement Division, and that the Chief of the Office had the same delegated authority as the other Section Chiefs of the Procurement Division. Furthermore, all procurement transactions processed by the Regional Procurement Office were subject to the same rules, procedures and internal controls applicable to the other sections of the Procurement Division, including review and approval by the Headquarters Committee on Contracts.

116. From the outputs listed under expected accomplishment 3.1, the Advisory Committee notes that the Procurement Division will issue some 230 systems contracts, including amendments. The Advisory Committee enquired whether the number of systems contracts being established and managed by the Division was increasing or decreasing and the reasons for current trends. It was informed that systems contracts were, in principle, established for costly, critical and complex requirements common to the entire United Nations Secretariat, including peacekeeping operations. While the usage of systems contracts by field missions for their procurement needs had increased from 65 to 73 per cent over the period from 2008 to 2011, there had been a decline in the overall number of systems contracts from 245 in 2008 to 214 in 2012. The decrease was owing mainly to a deliberate effort to focus Headquarters procurement on critical and complex contracts and to allow peacekeeping missions to handle less complex goods and services that could be procured locally.

117. **The Advisory Committee encourages the Secretary-General to pursue his efforts to expand registration of and increase procurement opportunities for local vendors. It also encourages the Secretary-General to continue to enhance the procurement skills of field mission staff and ensure application of best practices in peacekeeping procurement activities.**

4. Office of Information and Communications Technology

118. The Advisory Committee notes that the bulk of the resources proposed for the Office of Information and Communications Technology would be dedicated to the continued implementation of various information technology systems, including: the customer relationship management solution for troop-contribution management; the contingent-owned equipment application; the electronic fuel management system; the electronic rations management system; the enterprise information portal; the enterprise identity management system; and the electronic global warden system.

119. In paragraph 505 of the budget document (A/67/756), the Secretary-General states that these initiatives do not overlap with, and are complementary to, the enterprise resource planning system, Umoja. Upon enquiry, the Advisory Committee was informed that the enterprise identity management system, which was required to identify Umoja users and facilitate management of access to the system, was a prerequisite to the deployment of Umoja. Systems such as the customer relationship management solution for contingent-owned equipment, the electronic fuel

management system and the electronic rations management system provided functions that were not covered by the enterprise resource planning system, but would need to be closely integrated with Umoja. The Committee was also informed that there was no functional or operational need to interface to Umoja the other systems supported by the Office, such as the Contacts Database for the United Nations Operations Crisis Centre and the satellite Earth station, to provide back-up communications infrastructure. Upon enquiry as to the impact of the implementation of Umoja on the resource requirements for those systems, estimated at $4.35 million in 2013/14, the Committee was informed that the Office would continue to require resources for the maintenance of all those systems which would remain deployed after the full implementation of the enterprise resource planning system, scheduled in 2018. **The Committee expects nevertheless that the requirements for the development/acquisition of those systems will be reduced over time, once they are fully deployed to all peacekeeping operations.**

120. Upon enquiry, the Advisory Committee was informed that:

(a) The contingent-owned equipment system had been deployed at UNIFIL, MINUSTAH, UNDOF, UNFICYP, MINURSO and UNISFA, and was planned to be further deployed to MONUSCO, UNSOA, UNMIL and UNOCI in 2012/13;

(b) The enterprise identity management system had been deployed at UNIFIL, UNMIL, MINUSTAH, UNDOF, UNFICYP, UNOCI, UNISFA and UNAMID, and was further planned to be deployed in MONUSCO, UNSOA, UNMISS and BNUB in 2012/13;

(c) The enterprise information portal was planned to be deployed at UNIFIL, MONUSCO, UNSOA and UNMISS in 2013/14, and it was anticipated that the system would be made available to all peacekeeping operations by the end of 2014;

(d) The functional requirements of the global warden system had evolved, and the specifications of the system were not yet finalized.

The Advisory Committee recommends that the Secretary-General be requested to report on actual deployments of the above systems in his next report.

121. With regard to the electronic fuel management system, the Advisory Committee notes that an in-house solution was developed and has been tested in MINUSTAH and that the system continues to be enhanced with a view to achieving a higher level of automation, further streamlining of data entry and eliminating data input errors. The Committee further notes that in 2013/14, it is planned to implement the system in two peacekeeping operations (see A/67/756, para. 496). **The Committee reiterates the importance of an effective fuel management system for monitoring fuel consumption and strengthening internal controls, given the significant annual expenditures on fuel and the considerable risks of its misappropriation (A/66/779, para. 146). The Advisory Committee recommends that the Secretary-General be requested to expedite deployment of the system in all active peacekeeping operations and to report on achievements in his next progress report.** The Committee discusses fuel management further in its report on cross-cutting issues related to peacekeeping operations (A/67/780).

122. The Advisory Committee notes that after two failed attempts to acquire a commercial solution for the rations and food management system, the Office of Information and Communications Technology is developing an internal solution (see

A/67/756, para. 512). Upon enquiry the Advisory Committee was informed that the system was being developed using the customer relationship management software (iNeed) for front-office user functions and the SAP-enterprise resource planning software for back-office financial transactions. The system would be closely integrated with Umoja and could be implemented only after deployment of Umoja in peacekeeping operations. The Committee was further informed that a prototype covering the ingredient management, recipe definition and menu planning functions was available, and that planning for the deployment of the system had not yet commenced. A total of $547,457 has been spent thus far on the development of the system. **The Advisory Committee emphasizes the importance of ensuring that the rations management system is fully integrated with Umoja. It remains concerned by the continued delays in the implementation of the rations management system. It considers the implementation of an effective solution for the management of rations to be very important both to ensure food safety and quality, which affects the health and morale of contingent personnel, as well as to improve controls and cost-effectiveness in the utilization of resources. The Committee recommends that the Secretary-General be requested to accelerate the development and deployment of the system and to report on progress achieved in his next report.** The Committee discusses rations management further in its report on cross-cutting issues related to peacekeeping operations (see A/67/780).

F. Office of Internal Oversight Services

Investigations Division

Comprehensive report on the pilot project and proposed restructuring

123. A description of the proposed structure of the Investigations Division and resource utilization is provided in paragraphs 529 to 544 of document A/67/756. Compared with its current presence in New York, Vienna, Nairobi and seven peacekeeping missions during the pilot project, the proposed new structure of the Division would comprise an office in New York and regional offices in Vienna and Entebbe, as well as resident investigator offices in five missions (MONUSCO, MINUSTAH, UNMIL, UNMISS and UNOCI). The current and proposed locations and staff assignments/deployment are illustrated in tables in paragraphs 531 and 532 of the proposed budget. The approved staffing of the Division, as per the pilot project, comprises 51 general temporary assistance positions, and it is proposed to convert the 51 positions to posts for 2013/14 (2 D-1, 3 P-5, 15 P-4, 20 P-3, 1 General Service (Professional level), 8 General Service (Other level) and 2 national General Service).

G. Administration of justice

Office of the United Nations Ombudsman and Mediation Services

Proposed conversion of two general temporary assistants positions to posts

124. The Secretary-General is proposing the conversion of two general temporary assistance positions (1 P-4 and 1 General Service (Other level)) to posts in the Office of the United Nations Ombudsman and Mediation Services (see A/67/756,

paras. 592-595). The Office currently has an approved staffing of seven posts and two general temporary assistants positions. The Advisory Committee notes, from the budget and from information provided to it upon request, that while the annual caseload of the Office showed an increasing trend for the past three periods from 2009/10 to 2011/12 (401, 606 and 628, respectively), it appears that the trend is reversing for the current period (452 cases as at 19 March 2013 and approximately 600 cases for the period). Further, for 2013/14, the Office expects that at least 500 cases will be received. **Taking into account the evolving yet decreasing number of cases dealt with by the Office in the current period, the Advisory Committee is of the view that the staffing requirements should be kept under review in tandem with the caseload of the Office. The Committee, therefore, does not recommend, at this stage, approval of the proposed conversion of the two general temporary assistants positions to posts for 2013/14 for the Office of the United Nations Ombudsman and Mediation Services.**

H. Ethics Office

Consultants

125. The Advisory Committee notes from paragraph 618 of the budget document (A/67/756) that a provision of $672,000 ($405 per statement per person) is proposed for a consulting firm to continue the independent review of staff statements in connection with the financial disclosure programme, based on the quote from the firm that would conduct the review for 2013/14. The unit cost appeared to be high in the view of the Committee, and it enquired about the current rate and negotiations undertaken to reduce the cost. The Committee was informed that the Procurement Division was currently negotiating a successor contract and that the new unit cost would be available upon the finalization of the negotiation (the standard unit cost for each review was $398 for 2012/13). **The Advisory Committee expects that the Secretary-General will make further efforts to reduce unit cost in the negotiation with the consulting firm.**

126. It is proposed that the responsibility to oversee the due diligence review process of selected vendors, by a consultant, be transferred from the Procurement Division to the Ethics Office, in order to ensure the independence of the review and to avoid conflict of interest (ibid., para. 619). Upon enquiry, the Advisory Committee was informed that the selection of the corporate compliance consultant would be an open competitive process and that the consultant, who would have no decision-making role, would provide confidential findings to the Director of the Ethics Office. The qualifications and expertise required of the consultant would include, inter alia: (a) proven expertise in public procurement, corporate compliance, and business ethics; (b) comprehensive knowledge of sanctions and debarment procedures in procurement by governments and international organizations; (c) experience in developing, monitoring, assessing and managing corporate ethics and compliance programmes; (d) advanced competency and knowledge of international best practices in the areas of ethics, compliance and anti-corruption, and related international instruments; and (e) familiarity with the regulations and rules of the United Nations.

Communications

127. The higher requirements ($18,000) are attributable to the purchase of videoconferencing equipment and videoconferencing charges, which the Office used to share with the Department of Field Support (see A/67/756, para. 629). The Advisory Committee was informed, upon enquiry, that the Ethics Office was able to use videoconferencing equipment belonging to the Department of Field Support until the end of 2012, when the Office and the Department were located in the same building. The Committee was also informed that with the Office's relocation to the Daily News Building, no such facility is readily available and that ethics consultations often involved matters of a highly confidential nature. **While the Advisory Committee understands the nature of the work involved by the Ethics Office, it has always encouraged the use of videoconferencing by the Organization whenever feasible and appropriate. It believes that the Ethics Office should continue to share videoconferencing equipment with other offices of the Secretariat. The Committee, therefore, recommends a reduction of $18,000 under communications proposed for the purchase of the videoconferencing equipment.**

I. Office of Legal Affairs

General Legal Division

Proposed conversion of three general temporary assistants positions to posts

128. The General Legal Division has three general temporary assistance positions funded from the support account: one Legal Officer for Accountability and Judicial Support Matters (P-4); and two Legal Officers for Administration of Justice Matters (1 P-4 and 1 P-3). The Secretary-General is proposing to convert the three positions to posts for the period 2013/14 (ibid., paras. 636-642).

129. In its consideration of the system of administration of justice at the United Nations, the Advisory Committee expressed the view that an interim independent assessment of the system is now required and that the outcome of this interim assessment could also inform future decisions regarding the alignment of resources among relevant offices handling different aspects of the system of administration of justice (A/67/547, para. 12). The Committee recalls that the General Assembly has requested the Secretary-General to submit to the Assembly, for consideration at its sixty-eighth session, a proposal for conducting an interim independent assessment of the formal system of administration of justice (see resolution 67/241, para. 19). **Pending the outcome of the interim independent assessment, the Committee does not recommend approval, at this time, of the proposed conversion of the two positions of Legal Officer for Administration of Justice Matters (1 P-4 and 1 P-3). The Advisory Committee, however, has no objection to the conversion to a post of the position of Legal Officer for Accountability and Judicial Support Matters (P-4).**

J. Office of the United Nations High Commissioner for Human Rights

130. Information on the support provided to peacekeeping missions by the Office and its cooperation with the Department of Peacekeeping Operations is contained in paragraphs 695 to 701 of the proposed budget for 2013/14. It is indicated therein that no resources have been provided to the Office under the support account. The Secretary-General is proposing to establish three posts in the Office as follows: (a) one Chief of Service at the D-1 level and one Human Rights Officer at the P-3 level in the Field Operations and Technical Cooperation Division at Headquarters; and (b) one Human Rights Officer at the P-4 level in the Research and Right to Development Division in the Office in Geneva (ibid., paras. 702-716).

131. Upon enquiry, the Advisory Committee was informed that the Office has five posts to support peacekeeping operations funded under the regular budget, which were approved by the General Assembly in resolutions 56/255 and 60/246, respectively. The Advisory Committee was also informed, upon enquiry, that the New York office of OHCHR had a total of 24 staff: 15 funded from the regular budget (1 Assistant Secretary-General, 1 P-5, 5 P-4, 3 P-3 and 5 General Service positions) and 9 from extrabudgetary resources (2 P-5, 6 P-4 and 1 P-3), as well as one Associate Expert.

132. **Taking into account the existing capacity of the Office in New York (24 staff), the Advisory Committee is of the view that the functions to be performed by the incumbent of the D-1 post should be accommodated within the existing capacity of the Office, and the Committee, therefore, does not recommend approval of the establishment of the D-1 post. The Committee has no objection to the proposed establishment of the P-3 and P-4 posts. It is not, however, fully convinced of the need for the proposed support to peacekeeping operations by the Office from two distinct locations and requests that the Secretary-General provide a fuller justification to the General Assembly at the time of its consideration of the proposed budget for the support account for 2013/14.**

VI. Conclusion and recommendations

133. **In the present report, the Advisory Committee recommends the following:**

(a) **Post requirements: (i) establishment of 58 of the proposed 63 new posts, and against approval of 5 posts comprising the conversion of 4 general temporary assistance positions (2 P-4, 1 P-3 and 1 General Service (Other level)) and the establishment of one post (D-1) (see paras. 43 and 44 above); (ii) abolishment of 29 posts (see paras. 45 and 82 above); and (iii) approval of 10 of the 15 reclassifications proposed (see paras. 48-49 above);**

(b) **Non-post requirements: (i) continuation of a total of 78 positions under general temporary assistance (comprising 74 positions proposed by the Secretary-General and continuation of 4 positions proposed for conversion to posts) (see paras. 44 and 54 above); approval of one new position and discontinuation of three positions (see paras. 54, 74, 79 and 82 above); (ii) reduction of $50,000 under consultants in the Department of Management (see paras. 58 and 102 above); (iii) overall reduction of 10 per cent under the**

proposed requirement for official travel ($1,119,460) (see para. 62 above); and (iv) reduction of $18,000 under communications (see paras. 64 and 127 above).

134. **The above-mentioned recommendations of the Advisory Committee would represent a reduction of $5,343,300 to the proposed budget of the Secretary-General. Accordingly, the proposed budget for the support account for 2013/14 would be reduced from $327,965,300 to $322,622,000. This amount includes $215,372,400 for the post resources and $88,580,800 for the non-post resources for the support account, and $18,668,800 for the enterprise resource planning project requirements.**

135. **The actions to be taken by the General Assembly in connection with the financing of the peacekeeping support account for the periods 2011/12, 2012/13 and 2013/14 are set out in paragraph 45 of the addendum to the budget document (A/67/756/Add.1).[8] The Advisory Committee recommends that the General Assembly:**

(a) **Request the Secretary-General to make every effort to absorb the projected overexpenditures, and that it decide on additional requirements, if any, for the 12-month period from 1 July 2012 to 30 June 2013, taking into account the most up-to-date information on actual and projected expenditures, as well as on incumbency rates at the time of its consideration of the proposed budget for 2013/14 (see para. 30 above);**

(b) **Approve the support account requirements in the amount of $322,622,000 for the 12-month period from 1 July 2013 to 30 June 2014;**

(c) **Decide to apply the following in respect of the financial period from 1 July 2011 to 30 June 2012: (i) the unencumbered balance of $6,000 and (ii) the total amount of other income amounting to $3,134,900, comprising interest income ($883,400), other miscellaneous income ($111,300), cancellations of prior-period obligations ($2,141,300) and prior-period adjustments ($1,100), to the support account requirements for the period from 1 July 2013 to 30 June 2014;**

(d) **Apply the excess of the authorized level of the Peacekeeping Reserve Fund in respect of the financial period ended 30 June 2012 in the amount of $1,245,800 to the support account requirements for the period from 1 July 2013 to 30 June 2014.**

[8] Replace the actions set out in the performance report (A/67/635, para. 80) and the budget document (A/67/756, para. 727).

Documentation

- Budget performance of the support account for peacekeeping operations for the period from 1 July 2011 to 30 June 2012 (A/67/635 and Add.1)
- Budget for the support account for peacekeeping operations for the period from 1 July 2013 to 30 June 2014 and financing for the period from 1 July 2012 to 30 June 2013 (A/67/756 and Add.1)
- Report of the Independent Audit Advisory Committee on the budget of the Office of Internal Oversight Services under the support account for peacekeeping operations for the period from 1 July 2013 to 30 June 2014 (A/67/772)
- Comprehensive report of the Office of Internal Oversight Services on pilot project designated by the General Assembly in resolution 63/287 (A/67/751)
- Report of the Secretary-General on the overview of the financing of peacekeeping operations (A/67/723)
- Report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2011 to 30 June 2012 (A/67/5 (Vol. II), chap. II)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the performance and budget for the support account for peacekeeping operations (A/66/779)
- General Assembly resolutions 64/288, 65/290 and 66/265

Annex I

Financial resource requirements for the period from 1 July 2013 to 30 June 2014

Support account for Peacekeeping Operations

(Thousands of United States dollars)

Category	*Expenditure (2011/12)* (1)	*Apportionment (2012/13)* (2)	*Cost estimates (2013/14)* (3)	*Variance* Amount (4)=(3)-(2)	*Variance* Percentage (5)=(4)÷(2)
I. Post resources	201 269.6	192 114.3	220 119.2	28 004.9	14.6
II. Non-post resources					
General temporary assistance	22 077.9	18 390.3	12 526.6	(5 863.7)	(31.9)
Consultants	3 583.5	5 699.6	5 779.3	79.7	1.4
Official travel	11 632.1	9 746.7	11 194.6	1 447.9	14.9
Facilities and infrastructure	21 875.4	20 412.1	22 347.1	1 935.0	9.5
Communications	2 505.2	2 444.6	3 086.9	642.3	26.3
Information technology	21 210.7	16 729.0	17 493.0	764.0	4.6
Other supplies, services and equipment	13 446.8	15 118.8	16 749.8	1 631.0	10.8
Subtotal, II	**96 331.6**	**88 541.1**	**89 177.3**	**636.2**	**0.7**
Total	**297 601.2**	**280 655.4**	**309 296.5**	**28 641.1**	**10.2**
Enterprise resource planning	47 185.2	37 337.6	18 668.8	(18 668.8)	(50.0)
Gross requirements	**344 786.4**	**317 993.0**	**327 965.3**	**9 972.3**	**3.1**
Staff assessment income	27 789.3	28 836.4	25 099.3	(3 737.1)	(13.0)
Net requirements	**316 997.1**	**289 156.6**	**302 866.0**	**13 709.4**	**4.7**

Department of Peacekeeping Operations

Overall

(Thousands of United States dollars)

Category	*Expenditure (2011/12)* (1)	*Apportionment (2012/13)* (2)	*Cost estimates (2013/14)* (3)	*Variance* Amount (4)=(3)-(2)	*Variance* Percentage (5)=(4)÷(2)
I. Post resources	80 036.0	76 907.6	83 112.6	6 205.0	8.1
II. Non-post resources					
General temporary assistance	3 911.9	1 335.8	1 580.1	244.3	18.3
Consultants	581.9	440.2	534.0	93.8	21.3
Official travel	5 287.6	4 603.1	4 882.1	279.0	6.1
Facilities and infrastructure	853.3	973.5	743.3	(230.2)	(23.6)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Communications	1 862.2	1 132.6	1 567.0	434.4	38.4
Information technology	10 797.3	2 206.4	2 597.6	391.2	17.7
Other supplies, services and equipment	1 859.4	1 690.3	1 720.3	30.0	1.8
Subtotal, II	**25 153.6**	**12 381.9**	**13 624.4**	**1 242.5**	**10.0**
Total	**105 189.6**	**89 289.5**	**96 737.0**	**7 447.5**	**8.3**

United Nations Office to the African Union

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	6 885.7	6 237.3	6 408.4	171.1	2.7
II. Non-post resources					
Official travel	263.6	264.8	359.3	94.5	35.7
Other supplies, services and equipment	575.0	474.1	417.3	(56.8)	(12.0)
Subtotal, II	**838.6**	**738.9**	**776.6**	**37.7**	**5.1**
Total	**7 724.3**	**6 976.2**	**7 185.0**	**208.8**	**3.0**

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	10 109.2	9 805.8	11 738.6	1 932.8	19.7
II. Non-post resources					
General temporary assistance	791.6	532.1	588.9	56.8	10.7
Official travel	554.7	498.2	498.2	–	–
Facilities and infrastructure	853.3	973.5	743.3	(230.2)	(23.6)
Communications	1 862.2	1 132.6	1 567.0	434.4	38.4
Information technology	10 797.3	2 206.4	2 597.6	391.2	17.7
Other supplies, services and equipment	634.3	301.4	334.6	33.2	11.0
Subtotal, II	**15 493.4**	**5 644.2**	**6 329.6**	**685.4**	**12.1**
Total	**25 602.6**	**15 450.0**	**18 068.2**	**2 618.2**	**16.9**

Office of Operations

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	10 398.2	11 606.6	12 636.9	1 030.3	8.9
II. Non-post resources					
General temporary assistance	926.3	–	–	–	–
Official travel	959.7	797.6	793.7	(3.9)	(0.5)
Subtotal, II	**1 886.0**	**797.6**	**793.7**	**(3.9)**	**(0.5)**
Total	**12 284.2**	**12 404.2**	**13 430.6**	**1 026.4**	**8.3**

Office of Military Affairs

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	25 891.9	22 704.5	24 360.2	1 655.7	7.3
II. Non-post resources					
General temporary assistance	172.3	185.8	192.4	6.6	3.6
Official travel	803.6	628.0	613.3	(14.7)	(2.3)
Subtotal, II	**975.9**	**813.8**	**805.7**	**(8.1)**	**(1.0)**
Total	**26 867.8**	**23 518.3**	**25 165.9**	**1 647.6**	**7.0**

Office of Rule of Law and Security Institutions

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	17 605.8	16 299.5	16 937.7	638.2	3.9
II. Non-post resources					
General temporary assistance	580.1	456.1	589.7	133.6	29.3
Consultants	–	21.6	–	(21.6)	(100.0)
Official travel	1 051.4	852.0	852.0	–	–
Other supplies, services and equipment	48.1	27.5	26.4	(1.1)	(4.0)
Subtotal, II	**1 679.6**	**1 357.2**	**1 468.1**	**110.9**	**8.2**
Total	**19 285.4**	**17 656.7**	**18 405.8**	**749.1**	**4.2**

Policy, Evaluation and Training Division

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	9 145.2	10 253.9	11 030.8	776.9	7.6
II. Non-post resources					
General temporary assistance	1 441.6	161.8	209.1	47.3	29.2
Consultants	581.9	418.6	534.0	115.4	27.6
Official travel	1 654.6	1 562.5	1 765.6	203.1	13.0
Other supplies, services and equipment	602.0	887.3	942.0	54.7	6.2
Subtotal, II	**4 280.1**	**3 030.2**	**3 450.7**	**420.5**	**13.9**
Total	**13 425.3**	**13 284.1**	**14 481.5**	**1 197.4**	**9.0**

Department of Field Support

Overall

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	62 444.7	56 971.2	60 020.7	3 049.5	5.4
II. Non-post resources					
General temporary assistance	3 142.6	3 023.0	3 472.0	449.0	14.9
Consultants	385.4	41.8	67.0	25.2	60.3
Official travel	2 325.2	1 034.7	1 730.6	695.9	67.3
Communications		554.2	624.3	70.1	12.6
Information technology		5 394.2	6 070.6	676.4	12.5
Other supplies, services and equipment	15.5	51.8	1 327.8	1 276.0	2 463.3
Subtotal, II	**5 868.7**	**10 099.7**	**13 292.3**	**3 192.6**	**31.6**
Total	**68 313.4**	**67 070.9**	**73 313.0**	**6 242.1**	**9.3**

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	9 168.6	9 477.6	9 721.1	243.5	2.6
II. Non-post resources					
General temporary assistance	877.7	820.4	838.0	17.6	2.1
Official travel	523.1	185.4	280.3	94.9	51.2
Subtotal, II	**1 400.8**	**1 005.8**	**1 118.3**	**112.5**	**11.2**
Total	**10 569.4**	**10 483.4**	**10 839.4**	**356.0**	**3.4**

Field Budget and Finance Division

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	10 445.7	10 227.7	9 485.5	(742.2)	(7.3)
II. Non-post resources					
Consultants	75.2	–	–	–	–
Official travel	287.7	111.2	664.3	553.1	497.4
Other supplies, services and equipment	–	–	1 302.8	1 302.8	–
Subtotal, II	**362.9**	**111.2**	**1 967.1**	**1 855.9**	**1 669.0**
Total	**10 808.6**	**10 338.9**	**11 452.6**	**1 113.7**	**10.8**

Field Personnel Division

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	14 090.5	14 044.2	15 223.3	1 179.1	8.4
II. Non-post resources					
General temporary assistance	1 934.3	2 202.6	2 634.0	431.4	19.6
Consultants	71.6	16.4	36.0	19.6	119.5
Official travel	376.0	179.1	200.0	20.9	11.7
Other supplies, services and equipment	15.5	51.8	25.0	(26.8)	(51.7)
Subtotal, II	**2 397.4**	**2 449.9**	**2 895.0**	**445.1**	**18.2**
Total	**16 487.9**	**16 494.1**	**18 118.3**	**1 624.2**	**9.8**

Logistics Support Division

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	23 500.7	18 864.2	20 336.2	1 472.0	7.8
II. Non-post resources					
General temporary assistance	330.6				
Consultants	238.6	25.4	31.0	5.6	22.0
Official travel	818.7	447.5	400.6	(46.9)	(10.5)
Subtotal, II	**1 387.9**	**472.9**	**431.6**	**(41.3)**	**(8.7)**
Total	**24 888.6**	**19 337.1**	**20 767.8**	**1 430.7**	**7.4**

Information and Communications Technology Division

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	5 239.2	4 357.5	5 254.6	897.1	20.6
II. Non-post resources					
Official travel	319.7	111.5	185.4	73.9	66.3
Communications		554.2	624.3	70.1	12.6
Information technology		5 394.2	6 070.6	676.4	12.5
Subtotal, II	**319.7**	**6 059.9**	**6 880.3**	**820.4**	**13.5**
Total	**5 558.9**	**10 417.4**	**12 134.9**	**1 717.5**	**16.5**

Department of Management

Overall

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	35 352.5	34 951.5	39 964.0	5 012.5	14.3
II. Non-post resources					
General temporary assistance	6 483.9	5 429.7	6 365.5	935.8	17.2
Consultants	1 246.6	3 898.7	3 711.5	(187.2)	(4.8)
Official travel	2 071.8	1 845.0	2 178.6	333.6	18.1

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Facilities and infrastructure	20 820.6	19 233.8	21 347.6	2 113.8	11.0
Communications	482.7	502.9	615.6	112.7	22.4
Information technology	9 929.1	8 455.5	8 175.1	(280.4)	(3.3)
Other supplies, services and equipment	9 022.7	9 841.0	10 215.2	374.2	3.8
Subtotal, II	**50 057.4**	**49 206.6**	**52 609.1**	**3 402.5**	**6.9**
Total	**85 409.9**	**84 158.1**	**92 573.1**	**8 415.0**	**10.0**
Enterprise resource planning	47 185.2	37 337.6	18 668.8	(18 668.8)	(50.0)
Total requirements	**132 595.1**	**121 495.7**	**111 241.9**	**(10 253.8)**	**(8.4)**

Office of the Under-Secretary-General

(Thousands of United States dollars)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	1 480.8	1 333.0	1 488.3	155.3	11.7
II. Non-post resources					
General temporary assistance	482.8	413.0	558.5	145.5	35.2
Consultants	22.1	97.5	97.5	–	–
Official travel	308.7	156.9	156.0	(0.9)	(0.6)
Facilities and infrastructure	20 637.0	19 233.8	21 347.6	2 113.8	11.0
Communications	461.7	502.9	615.6	112.7	22.4
Information technology	48 090.1	38 440.9	19 508.4	(18 932.5)	(49.3)
Other supplies, services and equipment	7 902.1	8 515.3	8 918.7	403.4	4.7
Subtotal, II	**77 904.5**	**67 360.3**	**51 202.3**	**(16 158.0)**	**(24.0)**
Total	**79 385.3**	**68 693.3**	**52 690.6**	**(16 002.7)**	**(23.3)**

Office of Programme Planning, Budget and Accounts

(Thousands of United States dollars)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	13 725.8	14 315.1	17 211.9	2 896.8	20.2
II. Non-post resources					
General temporary assistance	2 144.5	1 113.0	1 374.9	261.9	23.5

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Consultants	597.1	3 351.9	3 364.0	12.1	0.4
Official travel	174.0	444.5	739.0	294.5	66.3
Information technology	830.9	1 097.9	879.9	(218.0)	(19.9)
Other supplies, services and equipment	207.8	272.0	256.6	(15.4)	(5.7)
Subtotal, II	**3 954.3**	**6 279.3**	**6 614.4**	**335.1**	**5.3**
Total	**17 680.1**	**20 594.4**	**23 826.3**	**3 231.9**	**15.7**

Office of Human Resources Management

(Thousands of United States dollars)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	6 956.4	6 496.1	7 054.0	557.9	8.6
II. Non-post resources					
General temporary assistance	2 196.4	2 396.7	2 617.1	220.4	9.2
Consultants	42.7	33.0	8.0	(25.0)	(75.8)
Official travel	558.4	181.4	187.0	5.6	3.1
Information technology	1 896.6	1 881.4	2 023.0	141.6	7.5
Other supplies, services and equipment	117.3	139.0	146.0	7.0	5.0
Subtotal, II	**4 811.4**	**4 631.5**	**4 981.1**	**349.6**	**7.5**
Total	**11 767.8**	**11 127.6**	**12 035.1**	**907.5**	**8.2**

Office of Central Support Services

(Thousands of United States dollars)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	11 482.6	10 907.8	12 046.8	1 139.0	10.4
II. Non-post resources					
General temporary assistance	870.9	1 179.9	1 262.9	83.0	7.0
Consultants	584.7	416.3	242.0	(174.3)	(41.9)
Official travel	622.2	730.3	765.4	35.1	4.8
Facilities and infrastructure	176.1				
Information technology		22.3	82.0	59.7	267.7

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Other supplies, services and equipment	795.5	914.7	893.9	(20.8)	(2.3)
Subtotal, II	**3 049.4**	**3 263.5**	**3 246.2**	**(17.3)**	**(0.5)**
Total	**14 532.0**	**14 171.3**	**15 293.0**	**1 121.7**	**7.9**

Office of Information and Communications Technology

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	1 706.9	1 899.5	2 163.0	263.5	13.9
II. Non-post resources					
General temporary assistance	789.3	327.1	552.1	225.0	68.8
Official travel	408.5	331.9	331.2	(0.7)	(0.2)
Facilities and infrastructure	7.5	–	–	–	–
Communications	21.0	–	–	–	–
Information technology	6 296.7	4 350.6	4 350.6	–	–
Subtotal, II	**7 523.0**	**5 009.6**	**5 233.9**	**224.3**	**4.5**
Total	**9 229.9**	**6 909.1**	**7 396.9**	**487.8**	**7.1**

Office of Internal Oversight Services

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	15 553.9	15 220.2	26 687.0	11 466.8	75.3
II. Non-post resources					
General temporary assistance	7 124.4	7 465.5	653.0	(6 812.5)	(91.3)
Consultants	502.6	368.1	362.5	(5.6)	(1.5)
Official travel	970.4	1 189.2	1 056.0	(133.2)	(11.2)
Facilities and infrastructure	182.7	180.8	172.6	(8.2)	(4.5)
Communications	66.0	158.8	124.5	(34.3)	(21.6)
Information technology	294.4	433.7	409.8	(23.9)	(5.5)
Other supplies, services and equipment	130.9	134.2	225.9	91.7	68.3
Subtotal, II	**9 271.4**	**9 930.3**	**3 004.3**	**(6 926.0)**	**(69.7)**
Total	**24 825.3**	**25 150.5**	**29 691.3**	**4 540.8**	**18.1**

Executive Office of the Secretary-General

(Thousands of United States dollars)

	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
Category	(1)	(2)	(3)	(4) = (3)-(2)	(5) = (4)÷(2)
I. Post resources	844.6	859.3	948.2	88.9	10.3
II. Non-post resources					
General temporary assistance	91.5	95.2	101.2	6.0	6.3
Facilities and infrastructure	2.5	2.5	2.5	–	–
Communications	8.4	8.4	11.0	2.6	31.0
Information technology	14.0	11.9	13.0	1.1	9.2
Other supplies, services and equipment	–	1.0	4.4	3.4	340.0
Subtotal, II	**116.4**	**119.0**	**132.1**	**13.1**	**11.0**
Total	**961.0**	**978.3**	**1 080.3**	**102.0**	**10.4**

Office of Administration of Justice

(Thousands of United States dollars)

	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
Category	(1)	(2)	(3)	(4) = (3)-(2)	(5) = (4)÷(2)
I. Post resources	–	–	–	–	–
II. Non-post resources					
Other supplies, services and equipment	2 379.7	3 321.8	3 113.1	(208.7)	(6.3)
Subtotal, II	**2 379.7**	**3 321.8**	**3 113.1**	**(208.7)**	**(6.3)**
Total	**2 379.7**	**3 321.8**	**3 113.1**	**(208.7)**	**(6.3)**

Office of Staff Legal Assistance

(Thousands of United States dollars)

	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
Category	(1)	(2)	(3)	(4) = (3)-(2)	(5) = (4)÷(2)
I. Post resources	–	–	–	–	–
II. Non-post resources					
General temporary assistance	148.0	75.6	147.3	71.7	94.8
Facilities and infrastructure	–	–	0.5	0.5	–
Communications	–	–	1.8	1.8	–

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Information technology	–	–	1.5	1.5	–
Subtotal, II	**148.0**	**75.6**	**151.1**	**75.5**	**99.9**
Total	**148.0**	**75.6**	**151.1**	**75.5**	**99.9**

Office of the United Nations Ombudsman and Mediation Services

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	1 157.2	1 206.4	1 598.4	392.0	32.5
II. Non-post resources					
General temporary assistance	254.3	254.7	–	(254.7)	(100.0)
Consultants	129.4	70.0	70.0	–	–
Official travel	153.2	129.1	156.5	27.4	21.2
Facilities and infrastructure	1.5	–	–	–	–
Communications	9.4	9.6	9.6	–	–
Information technology	7.3	7.5	7.5	–	–
Other supplies, services and equipment	5.4	28.5	52.5	24.0	84.2
Subtotal, II	**560.5**	**499.4**	**296.1**	**(203.3)**	**(40.7)**
Total	**1 717.7**	**1 705.8**	**1 894.5**	**188.7**	**11.1**

Ethics Office

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	–	149.4	167.8	18.4	12.3
II. Non-post resources					
General temporary assistance	345.8	92.9	96.2	3 3	3.6
Consultants	705.4	808.9	962.0	153.1	18.9
Official travel	72.3	70.0	78.0	8.0	11.4
Facilities and infrastructure	0.9	1.0	1.0	–	–
Communications	2.8	2.8	21.6	18.8	671.4
Information technology	1.9	7.4	3.7	(3.7)	(50.0)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
Other supplies, services and equipment		37.8	12.0	(25.8)	(68.3)
Subtotal, II	**1 129.1**	**1 020.8**	**1 174.5**	**153.7**	**15.1**
Total	**1 129.1**	**1 170.2**	**1 342.3**	**172.1**	**14.7**

Office of Legal Affairs

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	2 640.8	2 623.2	3 503.3	880.1	33.6
II. Non-post resources					
General temporary assistance	357.0	456.1	111.3	(344.8)	(75.6)
Consultants	32.2	55.3	55.3		
Official travel	31.8	34.0	34.2	0.2	0.6
Facilities and infrastructure	9.0	9.0	9.0		
Communications	34.2	42.4	60.5	18.1	42.7
Information technology	81.4	115.7	91.7	(24.0)	(20.7)
Other supplies, services and equipment	3.5	3.5	8.9	5.4	154.3
Subtotal, II	**549.1**	**716.0**	**370.9**	**(345.1)**	**(48.2)**
Total	**3 189.9**	**3 339.2**	**3 874.2**	**535.0**	**16.0**

Department of Public Information

(Thousands of United States dollars)

Category	Expenditure (2011/12) (1)	Apportionment (2012/13) (2)	Cost estimates (2013/14) (3)	Variance Amount (4)=(3)-(2)	Variance Percentage (5)=(4)÷(2)
I. Post resources	586.4	576.5	640.3	63.8	11.1
II. Non-post resources					
Consultants		16.6	17.0	0.4	2.4
Official travel	49.3	51.9	57.0	5.1	9.8
Facilities and infrastructure	2.0	2.0	2.0		
Communications	6.3	6.3	7.5	1.2	19.0
Information technology	20.1	39.4	34.4	(5.0)	(12.7)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
Other supplies, services and equipment	11.1	4.1	5.7	1.6	39.0
Subtotal, II	**88.8**	**120.3**	**123.6**	**3.3**	**2.7**
Total	**675.2**	**696.8**	**763.9**	**67.1**	**9.6**

Department of Safety and Security

(Thousands of United States dollars)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	2 653.5	2 649.0	2 939.4	290.4	11.0
II. Non-post resources					
Official travel	670.5	789.7	789.0	(0.7)	(0.1)
Facilities and infrastructure	2.9	9.0	9.0	–	–
Communications	31.8	25.2	33.6	8.4	33.3
Information technology	65.2	55.8	77.6	21.8	39.1
Other supplies, services and equipment	18.6	4.8	14.0	9.2	191.7
Subtotal, II	**789.0**	**884.5**	**923.2**	**38.7**	**4.4**
Total	**3 442.5**	**3 533.5**	**3 862.6**	**329.1**	**9.3**

Secretariat of the Advisory Committee on Administrative and Budgetary Questions

(Thousands of United States dollars)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4)=(3)-(2)	(5)=(4)÷(2)
I. Post resources	–	–	204.7	204.7	–
II. Non-post resources					
General temporary assistance	218.5	161.8	–	(161.8)	(100.0)
Facilities and infrastructure	–	0.5	0.5	–	–
Communications	1.4	1.4	2.1	0.7	50.0
Information technology	–	1.5	2.0	0.5	33.3
Subtotal, II	**219.9**	**165.2**	**4.6**	**(160.6)**	**(97.2)**
Total	**219.9**	**165.2**	**209.3**	**44.1**	**26.7**

Office of the United Nations High Commissioner for Human Rights

(Thousands of United States dollars)

Category	Expenditure (2011/12)	Apportionment (2012/13)	Cost estimates (2013/14)	Variance	
				Amount	Percentage
	(1)	(2)	(3)	(4) (3)-(2)	(5) (4)-(2)
I. Post resources			332.8	332.8	
II. Non-post resources					
Official travel			232.6	232.6	
Facilities and infrastructure			59.1	59.1	
Communications			7.8	7.8	
Information technology			8.5	8.5	
Other supplies, services and equipment			50.0	50.0	
Subtotal, II	–	–	**358.0**	**358.0**	–
Total	–	–	**690.8**	**690.8**	–

Annex II

Post requirements for the period from 1 July 2013 to 30 June 2014

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Support account																	
Approved 2012/13	–	–	8	23	116	405	290	29	871	29	30	336	24	3	1	423	1 294
New posts	–	–	1	1	–	1	1	–	4	–	–	1	–	–	–	1	5
Abolishment	–	–	–	–	(4)	(9)	(5)	(1)	(19)	(2)	–	(6)	(1)	–	(1)	(10)	(29)
General temporary assistance conversions	–	–	–	2	3	19	22	–	46	–	1	9	2	–	–	12	58
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	1	4	(5)	–	–	–	–	–	(4)	4	–	–	–	–
Proposed 2013/14	**–**	**–**	**9**	**27**	**119**	**411**	**308**	**28**	**902**	**27**	**31**	**336**	**29**	**3**	**–**	**426**	**1 328**
Net change	**–**	**–**	**1**	**4**	**3**	**6**	**18**	**(1)**	**31**	**(2)**	**1**	**–**	**5**	**–**	**(1)**	**3**	**34**
Department of Peacekeeping Operations																	
United Nations Office to the African Union																	
Approved 2012/13	–	–	–	–	2	20	3	–	25	11	–	–	20	–	1	32	57
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	(1)	–	–	(1)	–	(1)	(3)	(3)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**–**	**–**	**2**	**20**	**3**	**–**	**25**	**10**	**–**	**–**	**19**	**–**	**–**	**29**	**54**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**(1)**	**–**	**–**	**(1)**	**–**	**(1)**	**(3)**	**(3)**
Office of the Under-Secretary-General																	
Approved 2012/13	–	–	1	2	5	11	21	4	44	–	2	23	–	–	–	25	69
New posts	–	–	1	–	–	–	–	–	1	–	–	1	–	–	–	1	2
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	2	1	–	–	3	–	–	–	–	–	–	–	3
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	**2**	**2**	**7**	**12**	**21**	**4**	**48**	–	**2**	**24**	–	–	–	**26**	**74**
Net change	–	–	**1**	–	**2**	**1**	–	–	**4**	–	–	**1**	–	–	–	**1**	**5**
Office of Operations																	
Approved 2012/13	–	–	1	4	10	21	13	5	54	–	–	20	–	–	–	20	74
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	–	–	(1)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	**1**	**4**	**9**	**21**	**13**	**5**	**53**	–	–	**20**	–	–	–	**20**	**73**
Net change	–	–	–	–	**(1)**	–	–	–	**(1)**	–	–	–	–	–	–	–	**(1)**
Office of Military Affairs																	
Approved 2012/13	–	–	1	1	11	87	16	–	116	–	–	17	–	–	–	17	133
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	(2)	(2)	–	(4)	–	–	–	–	–	–	–	(4)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	–	–	(1)
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	**1**	**1**	**10**	**85**	**14**	–	**111**	–	–	**17**	–	–	–	**17**	**128**
Net change	–	–	–	–	**(1)**	**(2)**	**(2)**	–	**(5)**	–	–	–	–	–	–	–	**(5)**

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Office of Rule of Law and Security Institutions																	
Approved 2012/13	–	–	–	2	10	45	26	–	83	–	–	17	–	–	–	17	100
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	(4)	(1)	–	(5)	–	–	–	–	–	–	–	(5)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	–	–	(1)
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**–**	**2**	**9**	**41**	**25**	**–**	**77**	**–**	**–**	**17**	**–**	**–**	**–**	**17**	**94**
Net change	**–**	**–**	**–**	**–**	**(1)**	**(4)**	**(1)**	**–**	**(6)**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**(6)**
Policy, Evaluation and Training Division																	
Approved 2012/13	–	–	1	2	7	23	16	1	50	–	–	14	–	–	–	14	64
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	(1)	(1)	–	(2)	–	–	–	–	–	–	–	(2)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**1**	**2**	**7**	**22**	**15**	**1**	**48**	**–**	**–**	**14**	**–**	**–**	**–**	**14**	**62**
Net change	**–**	**–**	**–**	**–**	**–**	**(1)**	**(1)**	**–**	**(2)**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**(2)**
Total, Department of Peacekeeping Operations																	
Approved 2012/13	–	–	4	11	45	207	95	10	372	11	2	91	20	–	1	125	497
New posts	–	–	1	–	–	–	–	–	1	–	–	1	–	–	–	1	2
Abolishment	–	–	–	–	(1)	(7)	(4)	–	(12)	(1)	–	–	(1)	–	(1)	(3)	(15)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–	–	1

	Professional and higher category									General Service and related categories							
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Subtotal	Field Service	Principal level	Other level	National level	Security Service	UNV (National)	Subtotal	Total
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**5**	**11**	**44**	**201**	**91**	**10**	**362**	**10**	**2**	**92**	**19**	**–**	**–**	**123**	**485**
Net change	**–**	**–**	**1**	**–**	**(1)**	**(6)**	**(4)**	**–**	**(10)**	**(1)**	**–**	**1**	**(1)**	**–**	**(1)**	**(2)**	**(12)**
Department of Field Support																	
Office of the Under-Secretary-General																	
Approved 2012/13	–	–	–	1	16	15	9	1	42	–	1	16	–	–	–	17	59
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	(3)	(1)	–	–	(4)	–	–	–	–	–	–	–	(4)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	(1)	–	–	(1)	–	–	–	–	–	–	–	(1)
Reclassification[a]	–	–	–	1	–	–	–	–	1	–	–	–	–	–	–	–	1
Proposed 2013/14	**–**	**–**	**–**	**2**	**13**	**13**	**9**	**1**	**38**	**–**	**1**	**16**	**–**	**–**	**–**	**17**	**55**
Net change	**–**	**–**	**–**	**1**	**(3)**	**(2)**	**–**	**–**	**(4)**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**(4)**
Field Budget and Finance Division																	
Approved 2012/13	–	–	1	1	3	15	21	2	43	–	4	27	–	–	–	31	74
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	(1)	(1)	–	–	–	–	–	–	–	(1)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment[b]	–	–	–	–	–	(4)	(3)	–	(7)	–	–	(4)	–	–	–	(4)	(11)
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**1**	**1**	**3**	**11**	**18**	**1**	**35**	**–**	**4**	**23**	**–**	**–**	**–**	**27**	**62**
Net change	**–**	**–**	**–**	**–**	**–**	**(4)**	**(3)**	**(1)**	**(8)**	**–**	**–**	**(4)**	**–**	**–**	**–**	**(4)**	**(12)**
Field Personnel Division																	
Approved 2012/13	–	–	1	2	7	11	23	2	46	–	8	56	–	–	–	64	110
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	(2)	(2)

	Professional and higher category									General Service and related categories							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	**1**	**2**	**7**	**11**	**23**	**2**	**46**	–	**8**	**54**	–	–	–	**62**	**108**
Net change	–	–	–	–	–	–	–	–	–	–	–	**(2)**	–	–	–	**(2)**	**(2)**
Logistics Support Division																	
Approved 2012/13	–	–	–	2	9	35	46	–	92	–	2	32	–	–	–	34	126
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	(2)	–	–	(2)	–	–	(1)	–	–	–	(1)	(3)
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification[a]	–	–	–	–	(1)	–	–	–	(1)	–	–	–	–	–	–	–	(1)
Proposed 2013/14	–	–	–	**2**	**8**	**33**	**46**	–	**89**	–	**2**	**31**	–	–	–	**33**	**122**
Net change	–	–	–	–	**(1)**	**(2)**	–	–	**(3)**	–	–	**(1)**	–	–	–	**(1)**	**(4)**
Information and Communications Technology Division																	
Approved 2012/13	–	–	1	1	2	7	7	–	18	–	3	8	–	–	–	11	29
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	(1)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	2	–	–	2	–	–	1	–	–	–	1	3
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	**1**	**1**	**2**	**9**	**7**	–	**20**	–	**3**	**8**	–	–	–	**11**	**31**
Net change	–	–	–	–	–	**2**	–	–	**2**	–	–	–	–	–	–	–	**2**

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Total, Department of Field Support																	
Approved 2012/13	–	–	3	7	37	83	106	5	241	–	18	139	–	–	–	157	398
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	(3)	(1)	–	(1)	(5)	–	–	(3)	–	–	–	(3)	(8)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	(5)	(3)	–	(8)	–	–	(4)	–	–	–	(4)	(12)
Reclassification	–	–	–	1	(1)	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**3**	**8**	**33**	**77**	**103**	**4**	**228**	**–**	**18**	**132**	**–**	**–**	**–**	**150**	**378**
Net change	**–**	**–**	**–**	**1**	**(4)**	**(6)**	**(3)**	**(1)**	**(13)**	**–**	**–**	**(7)**	**–**	**–**	**–**	**(7)**	**(20)**
Department of Management																	
Office of the Under-Secretary-General																	
Approved 2012/13	–	–	–	1	–	3	3	–	7	–	–	1	–	–	–	1	8
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**–**	**1**	**–**	**3**	**3**	**–**	**7**	**–**	**–**	**1**	**–**	**–**	**–**	**1**	**8**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Office of Programme Planning, Budget and Accounts																	
Approved 2012/13	–	–	1	1	6	26	19	2	55	–	4	44	–	–	–	48	103
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	(2)	–	–	–	(2)	(2)
General temporary assistance conversions	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	1
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment[c]	–	–	–	–	–	4	3	–	7	–	–	4	–	–	–	4	11

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**1**	**1**	**6**	**30**	**23**	**2**	**63**	**–**	**4**	**46**	**–**	**–**	**–**	**50**	**113**
Net change	**–**	**–**	**–**	**–**	**–**	**4**	**4**	**–**	**8**	**–**	**–**	**2**	**–**	**–**	**–**	**2**	**10**
Office of Human Resources Management																	
Approved 2012/13	–	–	–	–	2	15	9	1	27	–	1	19	–	–	–	20	47
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	(1)	–	–	–	(1)	(1)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**–**	**–**	**2**	**15**	**9**	**1**	**27**	**–**	**1**	**18**	**–**	**–**	**–**	**19**	**46**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**(1)**	**–**	**–**	**–**	**(1)**	**(1)**
Office of Central Support Services																	
Approved 2012/13	–	–	–	1	4	19	21	5	50	–	1	27	–	–	–	28	78
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**–**	**1**	**4**	**19**	**21**	**5**	**50**	**–**	**1**	**27**	**–**	**–**	**–**	**28**	**78**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Office of Information and Communications Technology																	
Approved 2012/13	–	–	–	–	–	3	4	3	10	–	3	1	–	–	–	4	14
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	–	**3**	**4**	**3**	**10**	–	**3**	**1**	–	–	–	**4**	**14**
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Total, Department of Management																	
Approved 2012/13	–	–	1	3	12	66	56	11	149	–	9	92	–	–	–	101	250
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	(3)	–	–	–	(3)	(3)
General temporary assistance conversions	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	1
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	4	3	–	7	–	–	4	–	–	–	4	11
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	**1**	**3**	**12**	**70**	**60**	**11**	**157**	–	**9**	**93**	–	–	–	**102**	**259**
Net change	–	–	–	–	–	**4**	**4**	–	**8**	–	–	**1**	–	–	–	**1**	**9**
Office of Internal Oversight Services																	
Executive Office																	
Approved 2012/13	–	–	–	–	–	–	1	–	1	–	1	2	–	–	–	3	4
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	–	–	**1**	–	**1**	–	**1**	**2**	–	–	–	**3**	**4**
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Internal Audit Division																	
Approved 2012/13	–	–	–	1	10	31	22	–	64	15	–	4	4	–	–	23	87
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	(1)	(1)	–	(2)	(1)	–	–	–	–	–	(1)	(3)
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**–**	**1**	**10**	**30**	**21**	**–**	**62**	**14**	**–**	**4**	**4**	**–**	**–**	**22**	**84**
Net change	**–**	**–**	**–**	**–**	**–**	**(1)**	**(1)**	**–**	**(2)**	**(1)**	**–**	**–**	**–**	**–**	**–**	**(1)**	**(3)**
Inspection and Evaluation Division																	
Approved 2012/13	–	–	–	–	1	2	–	–	3	–	–	–	–	–	–	–	3
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	**–**	**–**	**–**	**–**	**1**	**2**	**–**	**–**	**3**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**3**
Net change	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**	**–**
Investigations Division																	
Approved 2012/13	–	–	–	–	–	2	1	–	3	1	–	1	–	–	–	2	5
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	2	3	15	20	–	40	–	1	8	2	–	–	11	51
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Reclassification	–	–	–	–	5	(5)	–	–	–	–	–	(4)	4	–	–	–	–
Proposed 2013/14	–	–	–	**2**	**8**	**12**	**21**	–	**43**	**1**	**1**	**5**	**6**	–	–	**13**	**56**
Net change	–	–	–	**2**	**8**	**10**	**20**	–	**40**	–	**1**	**4**	**6**	–	–	**11**	**51**
Total, Office of Internal Oversight Services																	
Approved 2012/13	–	–	–	1	11	35	24	–	71	16	1	7	4	–	–	28	99
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	(1)	(1)	–	(2)	(1)	–	–	–	–	–	(1)	(3)
General temporary assistance conversions	–	–	–	2	3	15	20	–	40	–	1	8	2	–	–	11	51
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	5	(5)	–	–	–	–	–	(4)	4	–	–	–	–
Proposed 2013/14	–	–	–	**3**	**19**	**44**	**43**	–	**109**	**15**	**2**	**11**	**10**	–	–	**38**	**147**
Net change	–	–	–	**2**	**8**	**9**	**19**	–	**38**	**(1)**	**1**	**4**	**6**	–	–	**10**	**48**
Executive Office of the Secretary-General																	
Approved 2012/13	–	–	–	1	2	–	–	–	3	–	–	2	–	–	–	2	5
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	**1**	**2**	–	–	–	**3**	–	–	**2**	–	–	–	**2**	**5**
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Office of the United Nations Ombudsman and Mediation Services																	
Approved 2012/13	–	–	–	–	3	–	2	–	5	2	–	–	–	–	–	2	7
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	1	–	–	1	–	–	1	–	–	–	1	2

	Professional and higher category									General Service and related categories							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	**3**	**1**	**2**	–	**6**	**2**	–	**1**	–	–	–	**3**	**9**
Net change	–	–	–	–	–	**1**	–	–	**1**	–	–	**1**	–	–	–	**1**	**2**
Ethics Office																	
Approved 2012/13	–	–	–	–	–	–	1	–	1	–	–	–	–	–	–	–	1
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	–	–	**1**	–	**1**	–	–	–	–	–	–	–	**1**
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Office of Legal Affairs																	
Approved 2012/13	–	–	–	–	5	6	1	1	13	–	–	2	–	–	–	2	15
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	2	1	–	3	–	–	–	–	–	–	–	3
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	**5**	**8**	**2**	**1**	**16**	–	–	**2**	–	–	–	**2**	**18**
Net change	–	–	–	–	–	**2**	**1**	–	**3**	–	–	–	–	–	–	–	**3**
Department of Public Information																	
Approved 2012/13	–	–	–	–	–	2	–	1	3	–	–	1	–	–	–	1	4
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	–	**2**	–	**1**	**3**	–	–	**1**	–	–	–	**1**	**4**
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Department of Safety and Security																	
Approved 2012/13	–	–	–	–	1	6	5	1	13	–	–	2	–	3	–	5	18
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	**1**	**6**	**5**	**1**	**13**	–	–	**2**	–	**3**	–	**5**	**18**
Net change	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Secretariat of the Advisory Committee on Administrative and Budgetary Questions																	
Approved 2012/13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New posts	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	1	–	–	1	–	–	–	–	–	–	–	1
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	–	–	**1**	–	–	**1**	–	–	–	–	–	–	–	**1**
Net change	–	–	–	–	–	**1**	–	–	**1**	–	–	–	–	–	–	–	**1**

	Professional and higher category									*General Service and related categories*							
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Subtotal*	*Field Service*	*Principal level*	*Other level*	*National level*	*Security Service*	*UNV (National)*	*Subtotal*	*Total*
Office of the High Commissioner for Human Rights																	
Approved 2012/13	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
New posts	–	–	–	1	–	1	1	–	3	–	–	–	–	–	–	–	3
Abolishment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
General temporary assistance conversions	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Redeployment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reassignment	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Proposed 2013/14	–	–	–	**1**	–	**1**	**1**	–	**3**	–	–	–	–	–	–	–	**3**
Net change	–	–	–	**1**	–	**1**	**1**	–	**3**	–	–	–	–	–	–	–	**3**

[a] Reassignment and reclassification of a Chief of Logistics Operations (P-5) to perform the functions of Team Leader (D-1).
[b] Reassignment/redeployment as referenced in A/67/756/Add.1.

Annex III

Additional posts proposed for the period from 1 July 2013 to 30 June 2014[a]

Department/Office/Division/Service/Section/Unit		*Number proposed*	*Grade*	*Title*	*Status*
Department of Peacekeeping Operations					
Office of the Under-Secretary-General	Office of the Director, Evaluation of Field Uniformed Personnel	1	D-2	Director of Evaluation of Field Uniformed Personnel	New
		1	GS (OL)	Administrative Assistant	New
Subtotal		**2**			
Department of Management					
Office of Programme Planning, Budget and Accounts	Peacekeeping Financing Division	1	P-3	Finance and Budget Officer	GTA conversion
Subtotal		**1**			
Office of Internal Oversight Services					
Investigations Division	Headquarters	1	P-5	Senior Investigator	GTA conversion
		1	P-4	Investigator	GTA conversion
		1	P-3	Administrative Officer	GTA conversion
		1	GS (OL)	Administrative Assistant	GTA conversion
		1	GS (OL)	Office Assistant	GTA conversion
	Vienna	1	D-1	Deputy Director	GTA conversion
		1	P-5	Senior Investigator	GTA conversion
		2	P-4	Investigator	GTA conversion
		1	P-4	Forensic Investigator	GTA conversion
		4	P-3	Investigator	GTA conversion
		1	GS (PL)	Investigations Assistant	GTA conversion
		1	GS (OL)	Information Technology Assistant	GTA conversion
		1	GS (OL)	Investigations Assistant	GTA conversion
	Entebbe	1	D-1	Deputy Director	GTA conversion
		1	P-5	Senior Investigator	GTA conversion
		1	P-4	Forensic Investigator	GTA conversion
		3	P-3	Investigator	GTA conversion
		1	NGS	Administrative Assistant	GTA conversion
	MONUSCO	1	P-5	Chief Resident Investigator	GTA conversion
		1	P-4	Investigator	GTA conversion
		1	P-3	Investigator	GTA conversion
		1	NGS	Administrative Assistant	GTA conversion

Department/Office/Division/Service/Section/Unit		*Number proposed*	*Grade*	*Title*	*Status*
	MINUSTAH	1	P-5	Chief Resident Investigator	GTA conversion
		1	P-4	Investigator	GTA conversion
		3	P-3	Investigator	GTA conversion
		1	NGS	Administrative Assistant	GTA conversion
	UNMIL	1	P-5	Chief Resident Investigator	GTA conversion
		1	P-4	Investigator	GTA conversion
		3	P-3	Investigator	GTA conversion
		1	NGS	Administrative Assistant	GTA conversion
	UNMISS	1	P-5	Chief Resident Investigator	GTA conversion
		1	P-4	Investigator	GTA conversion
		3	P-3	Investigator	GTA conversion
		1	NGS	Administrative Assistant	GTA conversion
	UNOCI	1	P-5	Chief Resident Investigator	GTA conversion
		1	P-4	Investigator	GTA conversion
		2	P-3	Investigator	GTA conversion
		1	NGS	Administrative Assistant	GTA conversion
Subtotal		**51**			
Office of the United Nations Ombudsman and Mediation Services					
Ombudsman and Mediation Services	Headquarters	1	P-4	Case Officer	GTA conversion
		1	GS (OL)	Administrative Assistant	GTA conversion
Subtotal		**2**			
Office of Legal Affairs					
General Legal Division		2	P-4	Legal Officer	GTA conversion
		1	P-3	Legal Officer	GTA conversion
Subtotal		**3**			
Secretariat of the Advisory Committee on Administrative and Budgetary Questions		1	P-4	Administrative Officer	GTA conversion
Subtotal		**1**			
Office of the United Nations High Commissioner for Refugees					
Field Operations and Technical Cooperation Division	Headquarters	1	D-1	Chief of Service	New
		1	P-3	Human Rights Officer	New

Department/Office/Division/Service/Section/Unit		*Number proposed*	*Grade*	*Title*	*Status*
Research and Right to Development Division	Geneva	1	P-4	Human Rights Officer	New
Subtotal		**3**			
Total additional posts proposed		**63**			

Abbreviations: GS, General Service; GTA, general temporary assistance; NGS, national General Service; OL, Other level; PL, Principal level.

Annex IV

Abolishment, redeployment, reassignment, reclassification and restructuring of continuing posts proposed for the period from 1 July 2013 to 30 June 2014[a]

Abolishment

Department of Peacekeeping Operations

United Nations Office to the African Union

Office of the Chief of Staff: abolishment of 1 post (FS Security Officer)

Support Unit: abolishment of 1 post (NGS Inventory and Supply Assistant) and 1 United Nations Volunteer

Office of Operations

Asia and Middle East Division/Asia Integrated Operational Team: abolishment of 1 post (P-5 Senior Political Affairs Officer)

Office of Military Affairs

Office of the Military Adviser/Integrated Operational Team: abolishment of 2 posts (2 P-4 Military Liaison Officers)

Military Planning Service: abolishment of 1 post (P-3 Planning Officer)

Force Generation Service: abolishment of 1 post (P-3 Planning Officer)

Office of Rule of Law and Security Institutions

Police Division: abolishment of 5 posts (3 P-4 Police Liaison Officers, 1 P-4 Compliance and Monitoring Officer, 1 P-3 Police Communications Adviser)

Policy, Evaluation and Training Division

Policy and Best Practices Service: abolishment of 1 post (P-3 Coordination Officer)

Integrated Training Service: abolishment of 1 post (P-4 Training Officer)

Department of Field Support

Office of the Under-Secretary-General

Front office: abolishment of 1 post (P-5 Senior Programme Officer)

Front office/Integrated Operational Team: abolishment of 3 posts (P-5 Senior Support Officer, P-5 Senior Administrative Officer, P-4 Administrative Officer)

Field Budget and Finance Division

Budget and Performance Reporting Service: abolishment of 1 post (P-2 Associate Programme Analyst)

Field Personnel Division

Field Personnel Operations Service/Africa I Section: abolishment of 1 post (GS (OL) Human Resources Assistant)

Field Personnel Operations Service/Africa II Section: abolishment of 1 post (GS (OL) Human Resources Assistant)

Information and Communications Technology Division

Field Communications and Information Technology Operations Service/Cartographic Section: abolishment of 1 post (GS (OL) Cartographic Information Systems Assistant)

Department of Management

Office of Programme Planning, Budget and Accounts

Accounts Division: abolishment of 2 posts (2 GS (OL) Accounting Assistants)

Office of Human Resources Management

Medical Services Division: abolishment of 1 post (GS (OL) Receptionist)

Office of Internal Oversight Services

Internal Audit Division

UNMIT Resident Audit Office: abolishment of 3 posts (P-4 Resident Auditor, P-3 Resident Auditor, FS Auditing Assistant)

Redeployment

Department of Peacekeeping Operations

Office of Operations

Asia and Middle East Division/Asia Integrated Operational Team: redeployment of 1 post (P-3 Political Affairs Officer) to the Middle East Integrated Operational Team

Asia and Middle East Division/Asia Integrated Operational Team: redeployment of 1 post (P-4 Political Affairs Officer) to the West Africa Integrated Operational Team of Africa II Division

Department of Field Support

Office of the Under-Secretary-General

Front office of the Under-Secretary-General: redeployment of 5 posts (P-4 Programme Officer, P-4 Administrative Officer, P-3 Programme Officer, GS (OL) Team Assistant, GS (OL) Administrative Assistant) to the newly proposed Strategic Support Team of the Front office of the Under-Secretary-General

Office of the Assistant Secretary-General/Integrated Operational Team: redeployment of 2 posts (P-5 Senior Support Officer, P-4 Administrative Officer) to the newly proposed Operational Support Team of the Office of the Assistant Secretary-General

Front office of the Assistant Secretary-General: redeployment of 1 post (GS (OL) Administrative Assistant) to the newly proposed Operational Support Team of the Office of the Assistant Secretary-General

Office of Internal Oversight Services

Investigations Division/Regional Investigation Office in Nairobi: redeployment of 7 posts (1 D-1, 1 P-5, 1 P-4, 3 P-3, 1 GS (OL)) to the Regional Investigation Office in Entebbe

Investigations Division/Investigation Office in Peacekeeping Operations: redeployment of 3 posts (1 FS from UNMISS, 1 P-4 from UNAMID, 1 P-4 from UNIFIL) to the Regional Investigation Office in Entebbe

Investigations Division/Headquarters and Regional Investigation Offices: redeployment of 5 posts (3 P-3 from Vienna, 1 P-4 from New York, 1 GS (OL) from Nairobi) to MINUSTAH

Investigations Division/Regional Investigation Office in Nairobi: redeployment of 4 posts (1 P-4, 2 P-3, 1 GS (OL)) to UNOCI

Investigations Division/Regional Investigation Office in Nairobi: redeployment of 3 posts (1 P-4, 1 P-3, 1 GS (OL)) to UNMISS

Investigations Division/Regional Investigation Office in Nairobi: redeployment of 2 posts (1 P-4, 1 P-3) to UNMIL

Investigations Division/Regional Investigation Office in Nairobi: redeployment of 1 post (1 P-4) to MONUSCO

Investigations Division/Headquarters: redeployment of 1 post (1 P-4) to the Regional Investigation Office in Vienna

Reassignment/reclassification

Department of Peacekeeping Operations

Office of Military Affairs

Office of the Military Adviser: reclassification of 4 seconded officer posts (P-4 Assessments Officer, P-4 Planning Officer, P-4 Military Personnel Officer, P-4 Special Assistant to Chief of Staff) to civilian posts

Office of the Military Adviser/Integrated Operational Team: reassignment of 1 post (P-5 Senior Military Liaison Officer) to the newly proposed Office of the Director, Evaluation of Field Uniformed Personnel of the Office of the Under-Secretary-General (P-5 Senior Military Evaluation Officer)

Office of Rule of Law and Security Institutions

Police Division/Integrated Operational Team: reassignment of 1 post (P-5 Senior Police Liaison Officer) to the newly proposed Office of the Director, Evaluation of Field Uniformed Personnel of the Office of the Under-Secretary-General (P-5 Senior Police Evaluation Officer)

Department of Field Support

Office of the Under-Secretary-General

Office of the Assistant Secretary-General/Integrated Operational Team: reassignment of 1 post (P-4 Logistics Support Officer) to the newly proposed Office of the Director, Evaluation of Field Uniformed Personnel of the Office of the Under-Secretary-General of the Department of Peacekeeping Operations (P-4 Mission Support Officer)

Conduct and Discipline Unit: reclassification of 1 seconded officer post (P-4 Disciplinary Officer) to a civilian post

Field Budget and Finance Division

Budget and Performance Reporting Service: reassignment/redeployment of 11 posts to the Peacekeeping Financing Division, Office of Programme Planning, Budget and Accounts of the Department of Management

Logistics Support Division

Logistics Operations Section: reassignment and reclassification of 1 post (P-5 Chief of Logistics Operations) to the Office of the Under-Secretary-General/Office of the Assistant Secretary-General/Operational Support Team (D-1 Team Leader)

Office of Internal Oversight Services

Investigations Division/Investigation Office in Peacekeeping Operations: reclassification of 5 posts (5 P-4 Investigators to 5 P-5 Chief Resident Investigator) in MONUSCO, MINUSTAH, UNMIL, UNMISS and UNOCI

Investigations Division/Investigation Office in Peacekeeping Operations: reclassification of 4 posts (3 GS (OL) Investigations Assistants, 1 GS (OL) Administrative Assistant to 4 NGS Investigations Assistants) in MINUSTAH, UNMISS, UNOCI and Entebbe

Restructuring

Department of Peacekeeping Operations

Office of the Under-Secretary-General: establishment of the Office of the Director, Evaluation of Field Uniformed Personnel

Department of Field Support

Office of the Under-Secretary-General: establishment of the Strategic Support Team in the Office of the Under-Secretary-General and establishment of the Operational Support Team in the Office of the Assistant Secretary-General

Field Personnel Division: reorganization to a three-pillar structure: the Operation Planning and Monitoring Service, the Field Human Resources Strategy Service and the Recruitment, Outreach and Career Development Section

Logistics Support Division: redeployment of the Cartographic Section of the Strategic Support Service from the Logistics Support Division to the Field Communications and Information Technology Operations Service of the Information and Communications Technology Division

Department of Management

Office of Central Support Services: reorganization of the Procurement Division as indicated in the report of the Secretary-General on procurement activities (A/67/683 and Corr.1)

Office of Internal Oversight Services

Investigations Division: reorganization of the Division: the Headquarters Office, the Regional Investigation Offices in Vienna and Entebbe, and Investigation Offices in 5 peacekeeping missions (MONUSCO, MINUSTAH, UNMIL, UNMISS and UNOCI)

Abbreviations: FS, Field Service; GS, General Service; MINUSTAH, United Nations Stabilization Mission in Haiti; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; NGS, national General Service; OL, Other level; PL, Principal level; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNMIL, United Nations Mission in Liberia; UNMISS, United Nations Mission in South Sudan; UNOCI, United Nations Operation in Côte d'Ivoire.

[a] A/67/756.

Annex V

Summary of proposed general temporary assistance positions for the period from 1 July 2013 to 30 June 2014

	Authorized 2012/13[a] *(1)*	*Proposed 2013/14*				*Variance*
		Discontinued *(2)*	*Conversion to post* *(3)*	*New positions* *(4)*	*Total positions* *(5)*	*(5) - (1)*
Department of Peacekeeping Operations	8				8	
Department of Field Support	21				21	
Department of Management	45	(3)	(1)	1	42	(3)
Office of Internal Oversight Services	53		(51)		2	(51)
Executive Office of the Secretary-General						
Office of Staff Legal Assistance	1				1	
Office of the United Nations Ombudsman and Mediation Services	2		(2)			(2)
Ethics Office	1				1	
Office of Legal Affairs	3		(3)			(3)
Department of Public Information						
Department of Safety and Security						
Advisory Committee on Administrative and Budgetary Questions	1		(1)			(1)
Office of the United Nations High Commissioner for Human Rights						
Total	**135**	**(3)**	**(58)**	**1**	**75**	**(60)**

[a] General temporary assistance includes one position approved in 2012/13 for the Office of Staff Legal Assistance pursuant to General Assembly resolution 67/241.

Detail of positions not continued in 2013/14

Department of Management		
Office of Human Resources Management, Human Resources Policy Service	(1) P-3	Legal Officer
Office of Central Support Services, Procurement Management Section	(2) GS (OL)	Procurement Assistants
Total reduction	**(3)**	

Proposed general temporary assistance positions, 2013/14[a]

Department/Office/Division/Service/ Section/Unit	*Number*	*Grade*	*Title*	*Status*	*Number of years*
Department of Peacekeeping Operations					
Office of the Under-Secretary-General					
Front office	1	P-4	Organizational Resilience Officer	Continuation	3
	1	GS (OL)	Team Assistant (organizational resilience)	Continuation	3
Executive Office	—	4 months, 3 P-3	Leave replacements	Continuation	—
	—	4 months, 3 GS (OL)	Leave replacements	Continuation	—
Subtotal	**2**				
Office of Military Affairs					
Military Planning Service	1	GS (OL)	Team Assistant	Continuation	3
Current Military Operations Service	1	GS (OL)	Team Assistant	Continuation	3
Subtotal	**2**				
Office of Rule of Law and Security Institutions					
Criminal Law and Judicial Advisory Service	1	P-4	Judicial Affairs Officer	Continuation	2
	1	P-4	Judicial Affairs Officer (Islamic law)	Continuation	3
	1	P-3	Corrections Officer (force generation)	Continuation	3
Subtotal	**3**				
Policy, Evaluation and Training Division					
Policy and Best Practices Service	1	P-4	Coordination Officer	Continuation	2
Subtotal	**1**				
Subtotal, Department of Peacekeeping Operations	**8**				
Department of Field Support					
Office of the Under-Secretary-General					
United Nations Support Office for the African Union Mission in Somalia Headquarters Support Team	1	P-5	Senior Support Officer	Continuation	3
	1	P-4	Support Officer	Continuation	3
	1	GS (OL)	Administrative Assistant	Continuation	3
Programme Implementation Coordination Team	1	D-1	Team Leader (global field support strategy)	Continuation	3
Subtotal	**4**				
Field Personnel Division					
Field Human Resources Capacity Development Section[b]	1	P-3	Human Resources Officers (administration of justice)	Continuation	4

Department/Office/Division/Service/Section/Unit	*Number*	*Grade*	*Title*	*Status*	*Number of years*
Recruitment, Outreach and Career Development Section	12	P-3	Human Resources Officers (occupational groups)	Continuation	4
	4	GS (OL)	Human Resources Assistants (occupational groups)	Continuation	4
Subtotal	**17**				
Subtotal, Department of Field Support	**21**				
Department of Management					
Office of the Under-Secretary-General					
Executive Office		6 months, P-4	Leave replacements	Continuation	
		6 months, GS (OL)	Leave replacements	Continuation	
Headquarters Committee on Contracts	1	P-4	Capacity Development Officer	Continuation	4
	1	GS (OL)	Training and Analysis Assistant	Continuation	4
Management Evaluation Unit	1	P-3	Legal Officer	New	
Subtotal	**3**				
Office of Programme Planning, Budget and Accounts					
Office of the Controller	1	P-5	Project Manager (IPSAS)	Continuation	1
	1	P-4	IPSAS Officer	Continuation	2
	2	P-3	IPSAS Officers	Continuation	2
Accounts Division	1	GS (OL)	Finance Assistant (insurance)	Continuation	3
Treasury	1	P-3	Finance Officer	Continuation	5
	1	P-2	Associate Finance Officer	Continuation	3
Peacekeeping Financing Division	1	P-3	Finance and Budget Officer	Continuation	More than 5
Subtotal					
Office of Human Resources Management					
Human Resources Policy Service	1	P-2	Associate Legal Officer	Continuation	4
Learning, Development, and Human Resources Services Division	1	P-3	Human Resources Officer (mobility)	Continuation	4
	1	P-3	Human Resources Officer (performance management)	Continuation	4
	1	GS (OL)	Human Resources Assistant	Continuation	4
Human Resources Information Systems Section (Headquarters)	1	P-4	Project Manager	Continuation	4
	1	P-4	Project Manager (data warehouse)	Continuation	4
	1	P-3	Business Analyst (Inspira)	Continuation	1
	1	GS (OL)	IMIS Help Desk Assistant	Continuation	4

Department/Office/Division/Service/Section/Unit	*Number*	*Grade*	*Title*	*Status*	*Number of years*
Human Resources Information Systems Section (Bangkok)	1	P-3	Development Officer	Continuation	2
	1	P-3	Development and Production Support Analyst (PeopleSoft)	Continuation	4
	1	P-2	Associate Applications Support Officer	Continuation	4
	1	GS (PL)	Customer Support Representative	Continuation	4
	6	GS (OL)	Customer Support Representative	Continuation	4
	1	GS (OL)	Database Administrator	Continuation	4
	1	GS (OL)	Administrative Assistant	Continuation	4
Subtotal	**20**				
Office of Central Support Services					
Office of the Assistant Secretary-General	1	P-3	Administrative Officer	Continuation	4
Procurement Division	3	P-3	Procurement Officer (engineering/logistics/vehicles)	Continuation	3
	1	P-3	Procurement Officer (vendor registration)	Continuation	2
	1	GS (OL)	Procurement Assistants	Continuation	5
Facilities and Commercial Services Division	1	P-3	Office Space Planning Officer	Continuation	4
	1	P-2	Associate Information Management Officer	Continuation	4
Subtotal	**8**				
Office of Information and Communications Technology					
Resource Management Service	1	P-4	Project Manager (customer relationship management troop contribution management project)	Continuation	4
	1	P-3	Information Systems Officer (customer relationship management troop contribution management project)	Continuation	4
	1	P-3	Information Systems Officer (fuel management system)	Continuation	1
Subtotal	**3**				
Subtotal, Department of Management	**42**				
Office of Internal Oversight Services					
Executive Office	–	4 months, 2 P-3	Leave replacements	Continuation	–
	–	4 months, 3 GS (OL)	Leave replacements	Continuation	–
Subtotal	–				

Department/Office/Division/Service/ Section/Unit	*Number*	*Grade*	*Title*	*Status*	*Number of years*
Internal Audit Division					
Headquarters	1	P-4	Information and Communications Technology Auditor	Continuation	4
UNSOA	1	P-4	Resident Auditor	Continuation	4
Subtotal, Office of Internal Oversight Services	**2**				
Executive Office of the Secretary-General		6 months, 2 GS (OL)	Leave replacements	Continuation	
Office of Staff Legal Assistance	1	P-3	Legal Officer	Continuation	1
Ethics Office	1	GS (OL)	Administrative Assistant	Continuation	5
Total general temporary assistance positions (12 months' duration)	**75**				
	and				
Total person-months (less than 12 months' duration)	**68**				

Abbreviations: GS, General Service; GTA, general temporary assistance; IMIS, Integrated Management Information System; IPSAS, International Public Sector Accounting Standards; OL, Other level; UNSOA, United Nations Support Office for the African Union Mission in Somalia.

[a] A/67/756.

[b] Position is located in the newly proposed section as part of the proposed restructuring of the Field Personnel Division at Headquarters.

[c] Four general temporary assistance positions approved in 2012/13 are not proposed for continuation in 2013/14.

Annex VI

Vacant posts and recruitment status as at 28 February 2013

A. Department of Peacekeeping Operations

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
1. United Nations Office to the African Union: 2 vacancies			
P-5	Senior Planning Officer	1/3/2013	Three candidates are on the roster and none are available. A mission-specific vacancy has been sent to the Field Personnel Division in the Department of Field Support for advertisement and circulation
P-3	Budget Officer	13/7/2012	Selection process has been completed. The selected candidate is expected to be on board by 17 April 2013. The delay in the recruitment was due to the difficulties experienced in finding a qualified candidate that combined the necessary finance and budget experience, in larger missions these are usually separate functions
2. Office of Operations: 5 vacancies			
P-5	Senior Political Affairs Officer	21/1/2013	Job opening published on 14 February 2013 and closes on 14 April 2013. Hiring manager is reviewing applications
P-4	Political Affairs Officer	23/10/2012	Post is blocked for staff member on assignment. Post has been temporarily filled since 1 March 2013
P-4	Political Affairs Officer	11/2/2013	Post is blocked for staff member on assignment. A temporary job opening was published in February 2013 and hiring manager is currently conducting interviews to finalize selection
P-4	Political Affairs Officer	14/1/2013	Post is blocked for staff member on assignment. Post has been temporarily filled since 1 March 2013
G-5	Staff Assistant	24/1/2013	Job opening to be posted on Inspira shortly. Hiring manager is developing terms of reference
3. Office of Military Affairs: 18 vacancies			
D-1	Chief of Staff	1/11/2012	Post blocked for staff member on assignment. Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012), deadline subsequently extended to 8 April 2013
P-4	Assessment Officer	8/9/2012	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) – shortlist under review

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
P-4	Planning Officer	8/10/2012	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) — staff member reported for duty on 29 March 2013
P-4	Planning Officer	15/9/2012	Job opening advertised in 2011 phase II campaign (4 November 2011 to 2 February 2012) staff member reported for duty on 12 March 2013
P-4	Legal Officer	18/10/2012	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) — shortlist under review
P-4	Military Liaison Officer	1/2/2013	Job opening advertised in 2013 phase I campaign (5 March 2013 to 3 June 2013)
P-4	Peacekeeping Affairs Officer	6/11/2012	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) — shortlist under review
P-4	Military Planning Officer	1/2/2013	Job opening advertised in 2013 campaign (5 March 2013 to 3 June 2013)
P-4	Planning Officer	21/2/2013	To be advertised in 2013 phase II campaign — tentatively July 2013
P-4	Planning Officer	15/2/2013	To be advertised in 2013 phase II campaign — tentatively July 2013
P-4	Planning Officer	18/12/2012	To be advertised in 2013 phase II campaign — tentatively July 2013
P-4	Planning Officer	1/1/2013	To be advertised in 2013 phase II campaign — tentatively July 2013
P-3	Planning Officer	30/11/2012	Job opening to be posted shortly
P-3	Administrative Officer	27/12/2012	Blocked for staff member on assignment
P-3	Military Logistics Officer (Aviation)	2/11/2012	Job opening advertised in 2013 phase I campaign (5 March 2013 to 3 June 2013)
P-3	Planning Officer	30/6/2012	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) — shortlist under review
G-5	Administrative Assistant	1/2/2013	Job opening hiring manager is currently conducting interviews to finalize selection by 31 March 2013
G-4	Administrative Assistant	12/2/2013	Blocked for staff member on assignment
4. Office of Rule of Law and Security Institutions: 6 vacancies			
P-5	Senior Liaison Officer	15/9/2012	Selected candidate expected to report on 4 March 2013
P-4	Liaison Officer	1/1/2013	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) — shortlist under review

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
P-4	Policy Officer	3/1/2013	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) — shortlist under review
P-3	United Nations Police Officer	5/11/2012	Job opening advertised in 2012 phase I campaign (24 August to 12 December 2012) — shortlist under review
P-3	Corrections Officer	1/2/2013	Job opening to be posted on Inspira shortly; hiring manager is developing terms of reference
P-3	Programme Officer	1/2/2013	Selected candidate expected to report on 18 March 2013
5. Policy, Evaluation and Training Division: 7 vacancies			
D-2	Director	1/8/2012	Job opening published on 2 October 2012 and closed on 8 December 2012; hiring manager is currently conducting interviews
P-4	Gender Affairs Officer	3/2/2013	Blocked for staff member on assignment
P-4	Training Officer	30/12/2012	Selected candidate was expected to report on 1 April 2013
P-3	Coordination Officer	21/12/2012	Blocked for staff member on assignment
G-6	Programme Assistant	12/2/2013	Blocked for staff member on assignment
G-5	Training Assistant	27/1/2013	Job opening to be posted on Inspira shortly; hiring manager is developing terms of reference
G-5	Administrative Assistant	4/2/2013	Blocked for staff member on assignment

B. Department of Field Support

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
1. Office of the Under-Secretary-General: 4 vacancies			
P-5	Senior Administrative Officer (Procurement)	13/8/2012	Staff member assigned to the post as from 1 March 2013
P-5	Senior Administrative Officer	10/2/2013	Staff member was expected to report for duty on 1 April 2013
P-5	Senior Administrative Officer	8/9/2012	Post remains vacant; proposed for abolition
GS (OL)	Personal Assistant	2/1/2013	Post blocked for staff member on assignment
2. Field Budget and Finance Division: 9 vacancies			
P-3	Administrative Officer	1/11/2012	Selected candidate reported on 1 March 2013
P-3	Finance Officer	1/1/2013	Job opening posted on 20 February 2013; closes on 21 April 2013

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
P-3	Finance Officer	1/1/2013	Selected candidate to report on June 2013; offer of appointment has been signed
P-3	Finance and Budget Officer	4/12/2012	Post blocked for staff member on assignment; temporary job opening posted on 1 March 2013; hiring manager is in the process of evaluating candidates
P-2	Associate Finance Officer	22/11/2012	Post blocked for staff member on assignment; temporary job opening issued
G-7	Finance Assistant	27/1/2013	Job opening posted on 1 February 2013 and closed on 3 March 2013; hiring manager is in the process of evaluating candidates
G-6	Finance Assistant	16/2/2013	Job opening being prepared
G-5	Administrative Assistant	23/2/2013	Selection completed and with Central Review Panel for approval
G-5	Finance and Budget Assistant	14/2/2013	Job opening expected to be posted on 8 April 2013
3. Field Personnel Division: 9 vacancies			
P-3	Human Resources Officer	1/1/2013	Staff member to report on 1 April 2013
P-3	Human Resources Officer	1/1/2013	Staff member laterally assigned to the post effective on 1 April 2013
P-3	Human Resources Officer	7/11/2012	Job opening under preparation
P-3	Human Resources Officer	1/1/2013	Post blocked for staff member on mission; temporary job opening to be posted shortly
P-3	Human Resources Officer	1/1/2013	Staff member returned from assignment on 18 March 2013
G-6	Human Resources Assistant	2/1/2013	Job opening published on 22 March 2013 with a deadline of 21 April 2013
G-6	Human Resources Assistant	22/1/2013	Post remains vacant; proposed for abolition
G-5	Human Resources Assistant	18/2/2013	Staff member selected from the roster and will report on 1 May 2013
G-5	Human Resources Assistant	22/1/2013	Staff member returns from assignment on 1 May 2013
4. Logistics Support Division: 9 vacancies			
D-1	Chief of Service	1/2/2012	Selection ongoing, pending clearance by Department of Peacekeeping Operations/Department of Field Support Executive Office
P-5	Chief of Section	31/10/2012	Temporary job opening selection process ongoing; selection currently being reviewed

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
P-4	Logistics Officer	17/11/2012	Temporary job opening selection ongoing
P-3	Logistics Officer	1/9/2012	Selection of candidate being finalized
P-3	Supply Officer	1/12/2012	Post blocked for staff member on assignment; job opening to be initiated
P-3	Air Transport Officer	15/4/2012	Post blocked for staff member on assignment
G-5	Human Resources Assistant	19/2/2013	Temporary job opening selection ongoing
G-5	Administrative Assistant	2/1/2013	Temporary job opening selection ongoing
G-5	Geographic Information Assistant	2/1/2013	Selected candidate declined; new selection recommendation being reviewed
5. Information and Communications Technology Division: 1 vacancy			
P-4	Information Systems Officer	1/12/2012	Job opening advertised; roster selection ongoing

C. Department of Management

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
1. Office of the Under-Secretary-General: 1 vacancy			
P-4	Programme Officer	24/1/2013	Encumbered on 1 March 2013
2. Office of Programme Planning, Budget and Accounts: 10 vacancies			
P-4	Financial Management Officer	19/12/2012	Encumbered on 18 March 2013
P-4	Accountant	1/1/2013	Selected candidate to report on 13 May 2013
P-4	Finance Officer	1/1/2013	Encumbered on 15 March 2013
P-4	Finance and Budget Officer	7/2/2013	Encumbered on 11 March 2013
P-3	Finance Officer	26/11/2012	Staff member on assignment; incumbent will return on 26 March 2013
P-3	Accountant	1/1/2013	Job opening in progress
P-3	Finance and Budget Officer	1/2/2013	Job opening in progress
G-7	Accounting Assistant	15/12/2012	Job opening to be issued
G-4	Information Systems Assistant	25/8/2012	Selected candidate declined 25 February 2013; job opening to be issued
G-4	Finance and Budget Assistant	16/2/2013	Job opening in progress

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*
3. Office of Human Resources Management: 3 vacancies			
P-3	Legal Officer	1/2/2013	Job opening in progress
P-3	Psychologist	4/2/2013	Temporary job opening to be issued
G-4	Receptionist	15/2/2013	Post proposed for abolition in support account budget, 2013/14
4. Office of Central Support Services: 10 vacancies			
P-5	Senior Procurement Officer	1/2/2013	Job opening in progress
P-4	Procurement Officer	1/11/2012	Job opening in progress
P-4	Procurement Officer	1/2/2013	Temporary job opening to be issued
P-3	Procurement Officer	1/1/2013	Encumbered on 1 March 2013
P-3	Procurement Officer	12/2/2013	Temporary job opening issued
P-3	Procurement Officer	24/2/2013	At recruitment formalities stage
P-3	Procurement Officer	5/2/2013	Temporary job opening to be issued
P-3	Procurement Officer	1/1/2013	Encumbered on 1 March 2013
P-2	Associate Procurement	1/1/2013	Selected candidate to report on 1 April 2013
G-6	Procurement Assistant	1/10/2012	Encumbered on 1 March 2013
5. Office of Information and Communications Technology: 4 vacancies			
P-3	Information Network Officer	1/10/2012	Job opening in progress
P-2	Associate Information Systems Officer	6/12/2012	Job opening in progress
P-2	Associate Information Systems Officer	1/10/2012	Job opening in progress
G-6	Administrative Assistant	26/11/2012	Job opening in progress

D. Office of Internal Oversight Services

Grade	*Functional title*	*Start of vacancy*	*Recruitment status*	*Division*	*Duty station*
D-1	Deputy Director	1/7/2009	Candidates under consideration	Investigations	Nairobi
D-1	Deputy Director	1/4/2008	Candidates under consideration	Investigations	Vienna
P-5	Senior Investigator	1/7/2009	Post filled on 1 March 2013	Investigations	Vienna
P-4	Resident Auditor	14/1/2012	Candidate selected; onboarding	Internal Audit	UNAMID
P-4	Resident Auditor	18/6/2012	Candidates under consideration	Internal Audit	Entebbe
P-4	Resident Auditor	1/11/2012	Candidates under consideration	Internal Audit	Entebbe
P-4	Resident Auditor	15/3/2012	Candidates under consideration	Internal Audit	Entebbe
P-4	Auditor	12/1/2013	Candidate selected; onboarding	Internal Audit	New York
P-4	Resident Investigator	2/12/2011	Candidate selected; onboarding	Investigations	UNAMID
P-4	Investigator	1/7/2011	Job opening cancelled; post proposed for redeployment	Investigations	Nairobi
P-4	Investigator	1/10/2012	Post filled on 1 March 2013	Investigations	New York
P-4	Forensic Investigator	1/1/2009	Candidate selected; onboarding	Investigations	Vienna
P-4	Resident Auditor	26/1/2013	Candidate selected; onboarding	Internal Audit	MINUSTAH
P-3	Auditor	1/2/2013	Selection in progress	Internal Audit	New York
P-3	Resident Auditor	9/6/2012	Candidate selected; onboarding	Internal Audit	MONUSCO
P-3	Resident Auditor	21/8/2012	Candidates under consideration	Internal Audit	MONUSCO
P-3	Resident Investigator	21/11/2011	Candidate selected; onboarding	Investigations	UNMIL
P-3	Investigator	2/3/2012	Candidates under consideration	Investigations	Nairobi
FS	Auditing Assistant	5/11/2012	Candidate selected; onboarding	Internal Audit	UNMISS
FS	Auditing Assistant	25/1/2013	Candidate selected; onboarding	Internal Audit	UNMISS
FS	Auditing Assistant	7/2/2013	Candidate selected; onboarding	Internal Audit	UNAMID
FS	Auditing Assistant	10/4/2012	Post proposed for abolishment due to the closure of the United Nations Integrated Mission in Timor-Leste	Internal Audit	UNMIT
FS	Auditing Assistant	4/12/2011	Candidate selected; onboarding	Internal Audit	Entebbe
NGS	Administrative Assistant	19/1/2013	Selection in progress	Investigations	UNMIL
GS (OL)	Team Assistant	1/8/2012	Selection in progress	Internal Audit	New York

E. Department of Public Information

Grade	*Post title*	*Start of vacancy*	*Recruitment status*
P-4	Public Information Officer	1/2/2013	In the advanced stage of the recruitment process and should be able to recommend the name of candidates by end of April or early May

F. Department of Safety and Security

Grade	*Post title*	*Start of vacancy*	*Recruitment status*
P-4	Security Information Analyst	1/1/2013	Job opening is currently being finalized

Abbreviations: FS, Field Service; GS, General Service; MINUSTAH, United Nations Stabilization Mission in Haiti; MONUSCO, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo; NGS, national General Service; OL, Other level; UNAMID, African Union-United Nations Hybrid Operation in Darfur; UNMIL, United Nations Mission in Liberia; UNMISS, United Nations Mission in South Sudan; UNMIT, United Nations Integrated Mission in Timor-Leste.